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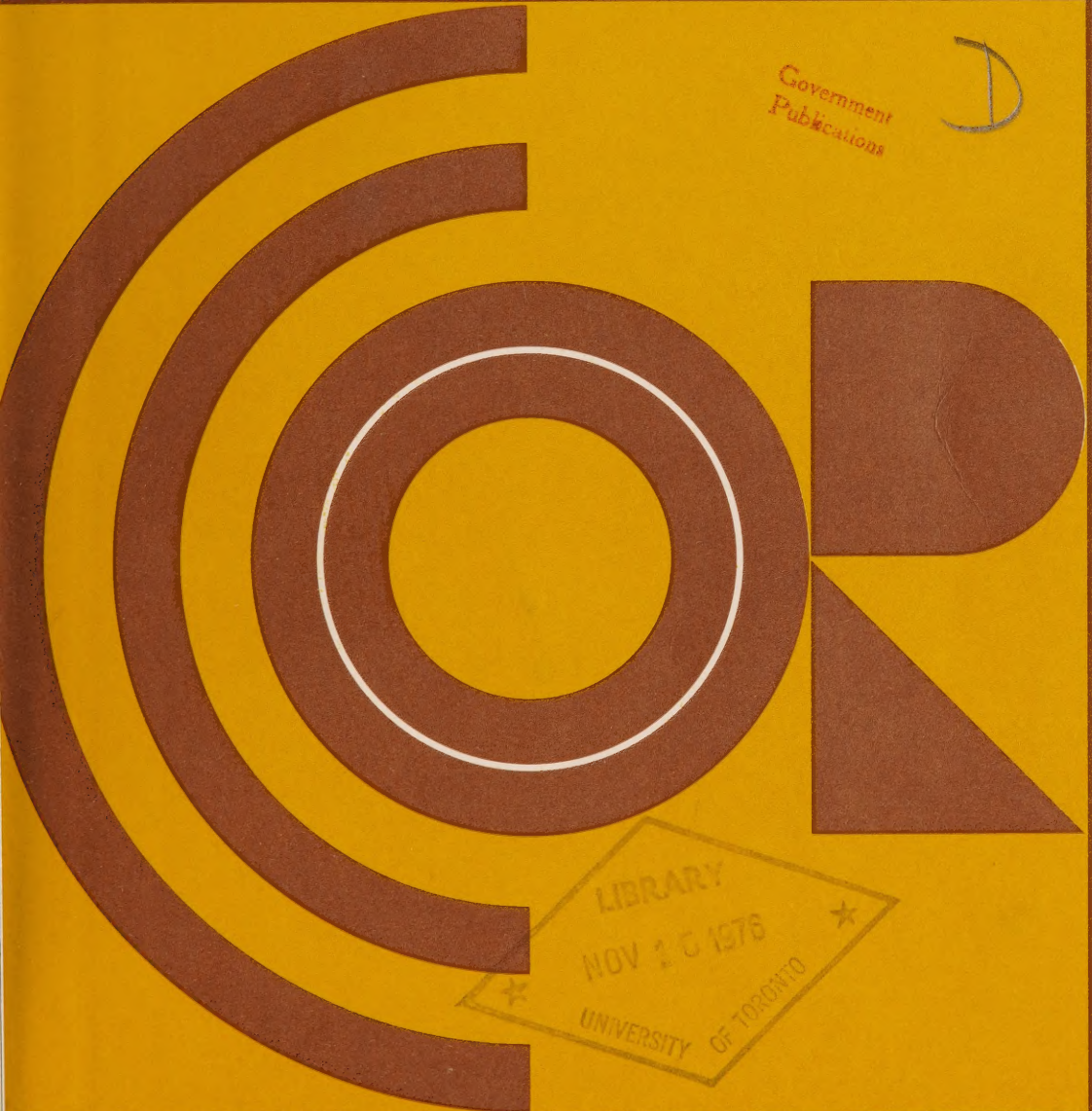
The Ontario
Council of
Regents
for
Colleges of
Applied Arts
and
Technology

1975-76

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-A59

First
Annual
Report

Government
Publications





Ontario

Ministry of
Colleges and
Universities

Hon. Harry C. Parrott, DDS, Minister

CA2φN DG

-A59 Government
Publications

**The Ontario Council of Regents
For Colleges of Applied Arts and Technology**

FIRST ANNUAL REPORT
APRIL 1, 1975, TO MARCH 31, 1976

April, 1976

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Letter of Transmittal

March 31, 1976.

*The Honourable Harry C. Parrott, D.D.S.,
Minister of Colleges and Universities,
6th Floor, Mowat Block,
Queen's Park,
Toronto, Ontario.*

Dear Dr. Parrott:

*On behalf of the Ontario Council of Regents for
Colleges of Applied Arts and Technology I have the
honour to present a report of the activities of the
Council during the past year.*

*Since it has not been the practice in the past to
submit formal annual reports on behalf of the
Council, the opportunity has been taken to include a
brief statement of the terms of reference and the role
played by the Council of Regents vis-a-vis the
Minister, the Ministry and the Colleges.*

*As well as a look at the past, the report includes
some indications of present concerns and
projections into the future.*

Respectfully submitted,

*Norman A. Sisco
Chairman*

Members of the Council of Regents, 1975

Mr. N. A. Sisco, *Chairman*
Markham

Mrs. H. E. Black
Sault Ste. Marie

Mr. D. O. Davis
Ancaster

His Honour, Judge W. R. Dupont
Cochrane

Dr. C. M. Johnston
Thunder Bay

Mr. L. M. Johnston
Belleville

Mrs. C. Lavigne
Cornwall

Miss J. C. Macdonald
Toronto

Mr. J. D. MacFarlane
Mississauga

Mr. D. D. McGeachy
London

Mr. H. Nokes
Peterborough

Mrs. E. Heatly Tomasik
Willowdale

Dr. R. J. Uffen
Kingston

Mr. G. R. Wooll
Niagara-on-the-Lake

Mr. H. W. Jackson, *Executive Secretary*

Members of the Council of Regents, 1976

Mr. N. A. Sisco, *Chairman*
Markham

Mrs. H. E. Black
Sault Ste. Marie

Mrs. H. S. Finley
Kingston

Dr. W. H. Gerhart
Parry Sound

Dr. C. M. Johnston
Thunder Bay

Mr. L. M. Johnston
Belleville

Mrs. C. Lavigne
Cornwall

Miss J. C. Macdonald
Toronto

Mr. J. D. MacFarlane
Mississauga

Mr. D. D. McGeachy
London

Mr. H. Nokes
Peterborough

Mrs. E. Heatly Tomasik
Willowdale

Mr. J. A. Turner
Mississauga

Mr. G. R. Wooll
Niagara-on-the-Lake

Mr. J. W. Hazelton, *Executive Secretary*

Members of Standing Committees 1975

Executive Committee

Mr. N. A. Sisco, *Chairman*
Mr. J. D. MacFarlane, *Vice Chairman*
Mr. D. O. Davis
Miss J. C. Macdonald
Mr. D. D. McGeachy

Mr. H. W. Jackson, *Secretary*

Administrative and Student Affairs Committee

Mr. D. McGeachy, *Chairman*
Mrs. Harriet Black
Dr. C. Johnston

Mr. J. W. Hazelton, *Secretary*

Curriculum Affairs Committee

Miss J. C. Macdonald, *Chairman*
Mr. L. M. Johnston
Mrs. Cecile Lavigne

Mr. H. D. Judd, *Secretary*

Human Resources Committee

Mr. D. O. Davis, *Chairman*
Mrs. E. Heatly Tomasik
Mr. G. R. Wooll

Mr. D. W. Shaver, *Secretary*

Staff Affairs Committee

Mr. J. D. MacFarlane, *Chairman*
Mr. Henry Nokes
Dean R. Uffen
Judge W. Dupont

Mr. R. Hinds, *Secretary*

Members of Standing Committees 1976

Executive Committee

Mr. N. A. Sisco, *Chairman*
Mr. J. D. MacFarlane, *Vice Chairman*
Miss J. D. Macdonald
Mrs. E. Heatly Tomasik
Mr. G. R. Wooll

Mr. J. W. Hazelton, *Secretary*

Administrative and Student Affairs Committee

Miss J. C. Macdonald, *Chairman*
Judge W. R. Dupont
Dr. C. M. Johnston

Dr. M. K. Straka, *Secretary*

Curriculum Affairs Committee

Mrs. E. Heatly Tomasik, *Chairman*
Mrs. H. E. Black
Mr. L. M. Johnston

Mr. H. D. Judd, *Secretary*

Human Resources Committee

Mr. G. R. Wooll, *Chairman*
Mrs. C. Lavigne
Mr. D. McGeachy

Mr. D. W. Shaver, *Secretary*

Staff Affairs Committee

Mr. J. D. MacFarlane, *Chairman*
Mr. H. Nokes
Mr. J. A. Turner

Mr. R. A. Hinds, *Secretary*

Members of Special Committees, 1975-76

Pension Consultative Committee

Mr. H. Nokes, *Chairman*
Mr. L. M. Johnston
Mr. J. Brodie, Humber College
Mr. D. Barron, Ontario Municipal Employees
Retirement Board
Miss B. Doherty, Confederation College
Mr. B. McCaul, St. Lawrence College
Mr. W. McLeod, Cambrian College
Mr. R. Rachar, Fanshawe College
Mr. D. Simmonds, Mohawk College

Mr. R. Hinds, Ministry of Colleges and Universities,
Secretary

Committee on College Financing

Mr. L. M. Johnston, *Chairman*
Mr. G. R. Wooll
Mr. J. Humber, Ministry of Colleges and Universities
Mr. J. Porter, Sheridan College
Dr. A. S. Tombalakian, Cambrian College
Mr. J. F. Whiting, St. Lawrence College (*Replaced
by Mr. F. Quaife in January, 1976*)
Dr. G. E. Willey, Durham College

Mr. H. W. Jackson, Ministry of Colleges and
Universities, *Secretary* (*Replaced by Mr. E. L.
Kerridge in December, 1975*)

Ad Hoc Committee on the Special Program Review

Mr. G. R. Wooll, *Chairman*
Mrs. E. Heatly Tomasik
Mrs. D. C. Brewer, Conestoga College
Mr. R. Crawford, Georgian College
Mr. E. L. Kerridge, Ministry of Colleges and
Universities
Dr. S. Mitminger, Mohawk College
Mrs. J. Sabiston, Seneca College

Mr. J. W. Hazelton, *Secretary*

Terms of Reference for the Ontario Council of Regents

As this is the first formal annual report of the Ontario Council of Regents, it seems appropriate to outline here the terms of reference under which the Council of Regents operates. The text of the original Order-in-Council establishing the Council of Regents is appended.

The Department of Colleges and Universities Act, 1971

The Act makes the following references to the Ontario Council of Regents:

6. (2) *The Minister shall be assisted in the planning, establishment and co-ordination of programs of instruction and services for such colleges by a council to be known as the Ontario Council of Regents for Colleges of Applied Arts and Technology composed of such members as may be appointed by the Lieutenant Governor in Council.*
- (7) *The Minister, subject to the approval of the Lieutenant Governor in Council, may make regulations with respect to colleges of applied arts and technology.*
 - (a) *providing for the composition of the Ontario Council of Regents for Colleges of Applied Arts and Technology;*
 - (h) *providing for the payment of travelling allowances or expenses to members of the Ontario Council of Regents for Colleges of Applied Arts and Technology, boards of governors and advisory committees, and of the officers and employees of such colleges;*
 - (i) *providing for a payment of a per diem allowance to the members, except the chairman, of the Ontario Council of Regents for Colleges of Applied Arts and Technology;*
- (9) *The chairman of the Ontario Council of Regents for Colleges of Applied Arts and Technology shall be paid such remuneration and shall be entitled to such other benefits as may be determined by the Lieutenant Governor in Council.*

Ontario Regulation 169 (R.R.O. 1970) as amended to August, 1972

This regulation, originally a regulation under the Department of Education Act, makes the following specific references to the Ontario Council of Regents:

1. *In this Regulation*
 - (b) *Council of Regents means the Ontario Council of Regents for Colleges of Applied Arts and Technology.*
2. (1) *The members of the Council of Regents except the chairman, shall be paid the actual amounts spent in travelling and living expenses while engaged in business of the Council of Regents.*
 - (2) *The chairman of the Council of Regents shall be paid a travelling allowance or his actual expenses incurred in the business of the Council.*
 - (3) *In addition to the payment under subsection 1, there shall be paid to each member of the Council of Regents except the chairman, for each day that he attends a meeting in respect of the business of the Council of Regents, a per diem allowance of \$105.*

- (2) Where a college has been established in an area that comprises one municipality, or part of a municipality,
(b) the Council of Regents shall appoint eight members to the board of governors, two of whom shall retire each year, the order of retirement to be determined by the Council of Regents.
- (3) Where a college has been established in an area that comprises two or more municipalities, or parts of municipalities, the board of governors shall be established on a formula that is provided by the Council of Regents and that is suitable to the municipal structure of the area.
- (5) Where a vacancy occurs in the membership of a board of governors, the vacancy shall be filled, in the case of,
(b) a member appointed by the Council of Regents, by the Council of Regents.
- (6) The first members of a board of governors shall take office upon their appointment, and thereafter members of a board of governors shall be appointed at the last regular meeting in a year of,
(b) in the case of a member appointed by the Council of Regents, the Council of Regents
and shall take office on the 1st day of January in the year following their appointment.
- (6a) Notwithstanding subsection 6, where the Council of Regents does not appoint at its last regular meeting in a year, one or more of the members that it is required to appoint at that meeting, the members whose term of office would otherwise expire on the 31st day of December shall remain in office until their successors are appointed and take office, and the Council of Regents shall appoint their successors and determine the date upon which such appointments are to take effect at its next regular meeting thereafter except where the Minister required that a special meeting of the Council of Regents be held for such purpose.
- (7) The first meeting of a board of governors shall be held at such time and at such place as the Council of Regents determines and subsequent meetings shall be held at least once a month at such times and at such places as the board of governors determines.
- (11) Minutes of each meeting and such other records as are required by a board of governors or by the Council of Regents shall be kept by the secretary-treasurer.
4. (1) Upon assuming office a board of governors shall make a study of the post-secondary and adult education needs of the area for which the college has been established and shall, as soon as possible after the first meeting of the board of governors, submit for approval to the Council of Regents a report containing specific recommendations concerning the proposed educational program.
- (2) The Council of Regents shall consider the recommendations contained in the report referred to in subsection 1 and,
(a) where the Council of Regents considers it necessary, may modify or otherwise alter the recommendations;
and
(b) shall submit the recommendations, or the recommendations as modified or otherwise altered, to the Minister for his approval.
5. Subject to the approval of the Minister upon the recommendation of the Council of Regents, the board of governors shall select the site, or sites, of the college.
6. (1) A board of governors shall appoint, (a) a director of the college, (b) a principal for each division of the college, and (c) a registrar and a bursar and such other administrative, teaching and non-teaching personnel as are necessary, at the salary and wage rates and according to the terms and conditions established by the Council of Regents and approved by the Minister.
- (2) A board of governors shall, not later than the first day of March in each year, submit to the Council of Regents for the approval of the Minister, a multi-year plan containing such data and in such format as the Council of Regents may require.
- (3) The multi-year plan referred to in subsection 2 shall include an estimate of the operating and capital costs of the board of governors for its next ensuing fiscal year and such estimate shall include any estimated surplus or deficit in respect of its current fiscal year.
- (4) A board of governors shall have printed annually publications of programs of instruction, admission requirements and fees, approved by the Minister upon the recommendation of the Council of Regents.
7. (1) A board of governors may, at any time, recommend the introduction of new educational programs at the college to the Council of Regents.
- (2) The Council of Regents shall consider the recommendation and,
(a) where the Council of Regents considers it necessary, may modify or otherwise alter the recommendation;
and
(b) shall submit the recommendation, or the recommendation as modified or otherwise altered, to the Minister for his approval.
12. Except for programs of instruction conducted under subsection 5 of section 15 of the Act, the Minister shall establish certificates and diplomas of standing and shall award such certificates and diplomas upon the recommendation of the board of governors and the Council of Regents and, where no certificates or diplomas are established for programs of instruction, the board of governors may issue certificates of standing.

The Colleges Collective Bargaining Act, 1975

References to the Ontario Council of Regents in this Act are so numerous, and the Council is so thoroughly interwoven into the fabric of the Act, that it is impractical to list the references completely. The Council is specifically mentioned in Sections 1, 2, 3, 52, 55, 60, 62, 63, 64, 70, 71, 72, 74, 76, 78, 81, 86 and 92, and as one of the defined parties, in almost all of the other sections of the Act.

The role of the Council of Regents in collective bargaining under this Act is succinctly stated in Section 2:

2. (1) *This Act applies to all collective negotiations concerning terms and conditions of employment of employees.*
- (2) *No collective negotiations shall be carried on except in accordance with this Act.*
- (3) *The Council shall have the exclusive responsibility for all negotiations on behalf of employers conducted under this Act.*

In addition to negotiating agreements, the Council of Regents has clear responsibilities with respect to the administration of the agreements and disputes arising therefrom, under the Ontario Labour Relations Board.

The Role of The Council of Regents

Colleges of applied arts and technology exist under the enabling legislation in Section 6 of the Ministry of Colleges and Universities Act, 1971.

6. (1) *Subject to the approval of the Lieutenant Governor in Council, the Minister may establish, name, maintain, conduct and govern colleges of applied arts and technology that offer programs of instruction in one or more fields of vocational, technological, general and recreational education and training in day or evening courses and for full-time or part-time students.*

Because of this sole authority of the Minister of Colleges and Universities and concomitant accountability to the people of Ontario through the legislature, colleges of applied arts and technology are deemed to be "Crown agencies".

To provide the flexibility necessary for colleges of applied arts and technology to be able to respond effectively to community post-secondary and adult education needs, the legislation placed day-to-day local governance in the hands of a board of governors for each college.

6. (3) *There shall be a board of governors for each college of applied arts and technology, which shall be a corporation with such name as the Minister may designate and shall be composed of such members and have such powers and duties, in addition to those under The Corporations Act as varied by the regulations, as may be provided by the regulations, and each board of governors shall be assisted by an advisory committee for each branch of a program of instruction offered in the college . . .*

Thus boards of governors have all the necessary powers to execute legal documents and to hire and schedule the staff required in the day-to-day operation of the colleges. Not only do members of a board of governors function as directors of a corporation, the board of governors *is* the corporation, which exists for the purpose of operating the colleges that were established by the Minister of Colleges and Universities.

The college legislation provides local boards of governors with a high degree of autonomy in selection of priorities in responding to community needs within available resources. Nevertheless, the Minister is responsible for providing a province-wide system of educational opportunities through the twenty-two individual colleges. Consequently, the legislation provides for policy coordination within the CAAT system through the Council of Regents.

The Council of Regents is the communication link between the government and the boards of governors. Queries concerning various board matters are normally directed to the chairman of the Council of Regents.

The CAAT legislation provides for a tripartite division of responsibilities among the Minister of Colleges and Universities, the Council of Regents and college boards of governors, which permits optimum flexibility of response to community post-secondary and adult education needs. Initiative for developing college master educational plans, selection of appropriate sites, and introduction of new programs of instruction rests with individual college boards of governors. Approval to proceed according to these initiatives (which usually requires commitment of public funds) rests with the Minister. The requests reach the Minister via the Council of Regents which assesses the merit of the requests in terms of provincial requirements as well as local community need. The Council, in turn, recommends to the Minister approval, disapproval or modification of each individual college submission. These functions constitute a large part of the Council's workload. In addition, the Council conducts studies on specific aspects of the college system about which the Minister may request advice.

Summary of the Duties and Responsibilities of the Council of Regents

The Council of Regents is composed of a full-time chairman and (usually) 14 lay persons who serve a three-year term of office and meet on Council business from two to three days a month. All are appointed by the cabinet of the Ontario Government in such a manner as to represent as broad a spectrum of the citizens of the province as possible. For efficiency, the Council business is channelled through four standing committees. The division of responsibilities among the committees is designed to equalize the workload as much as possible.

The Administrative and Student Affairs Committee deals with board appointments and all administrative matters in the colleges, and student affairs other than the actual educational programs.

The Curriculum Affairs Committee considers application for new programs and evaluates continuing programs.

The Human Resources Committee considers the broad spectrum of human resources development in terms of the career aspirations of the individual and the skilled manpower requirements of business and industry.

The Staff Affairs Committee is responsible for collective bargaining for both the Academic and Support Staff units and for recommending to the Minister salary scales and conditions of employment for management staff who are excluded from the bargaining units.

Recommendations from the standing committees come together in the plenary sessions of the whole Council for executive action or recommendation to the Minister as required by regulations. Council meetings are usually held on a monthly basis, with half of the meetings located in Toronto. On five or six occasions during the year, meetings of the Council of Regents are held at colleges of applied arts and technology to provide an opportunity for the college community and council members to discuss areas of mutual interest and concern. To optimize such interaction within the time available, the Council usually divides into three sections to permit three dialogues with students and staff to take place concurrently.

The Council of Regents also meets each year with members of boards of governors of colleges collectively. In addition, Council members try to meet annually with individual boards of governors to review the implications of each college's multi-year plan submission.

Executive Authority

Collective Bargaining

The Council acts on behalf of boards of governors of the colleges of applied arts and technology in collective bargaining with representatives of college employees. Salary and wage rates, and terms and conditions of employment are subsequently referred to the Minister for approval.

Boards of Governors

The Council appoints eight members to each college board of governors and provides the formula for municipal appointments where the college area comprises two or more municipalities.

Master Plans

The master plans of the colleges and modifications thereto, are submitted to the Council of Regents for approval. The Council may modify or alter the plans before forwarding to the Minister for final approval. This includes changes to the master plans, such as the establishment of new campuses, the purchase, sale or transfer of property and the establishment of new buildings not in previously approved plans.

Multi-Year Plans

The Council determines the content and format of the multi-year plans of the colleges which are submitted to the Council annually. The Council attempts to make an annual visit to each college to discuss with the Board of Governors and the senior administrators, the implications of their plan. The Council is supported in this by analysis of the plans carried out by the Ministry.

Delegated Authority

Program Approvals

The approval of new and modified educational programs has always been delegated to the Council of Regents because of the multiplicity of detail involved. The Council consults with the Minister before approval is given to any program involving a change of government policy.

Policy Determinations

The Council of Regents assists the Minister in the development of policy for colleges of applied arts and technology in two ways; either by initiating studies on its own, or by consideration of issues referred to it by the Minister. In either case, the policy statements are submitted directly to the Minister for his consideration.

Relationships between the Council of Regents and the Colleges

The Secretariat

At the third meeting of the Council of Regents, held on April 1, 1966, The Honourable William Davis, then Minister of Education, outlined the role of the Council, including its secretariat. The following quotation is from the minutes of that meeting:

Mr. Davis also stated that the Council of Regents will have a full-time executive secretary and that the Technological and Trades Training Branch will act as the administrative and advisory arm of the Council of Regents.

Again, at the fourth meeting of the Council, on April 29, 1966, according to the minutes,

Mr. Davis noted that the University Affairs Committee uses the Department of University Affairs as its resource arm but also has retained research personnel outside the department when necessary. He indicated that the secretariat (i.e., of the Council of Regents) would not duplicate services which can be provided by Mr. Sisco's Branch (i.e., the Technological and Trades Training Branch).

It is clear from both of the above statements that although there was to be a full-time executive secretary, the rest of the secretariat services would be provided mainly by the then Department of Education. This did not preclude the retention of professional services from outside the government, when necessary.

The system described above is still the one in use by the Ontario Council of Regents. The Council has a full-time executive secretary, and relies heavily on the College Affairs Branch and the Program Resources Branch of the Ministry for additional professional and technical services. The secretaries of all standing committees are professional staff members of the two Branches and other personnel of the Branches are frequently called upon to provide technical and professional information of various kinds.

The Ontario Council of Regents is cognizant of the support of the Ministry personnel involved whose knowledge and advice have been of considerable assistance in providing background information for the deliberations of the Council.

In keeping with the unique nature of the Ontario college system, in which responsibility is divided among the Council of Regents, the Ministry of Colleges and Universities, the boards of governors and the presidents of the colleges, the Council endeavours to keep the lines of communication open among all of these bodies; relationships between the Council and the Minister and between the Council and the Ministry have already been discussed.

There are many similarities between the Council of Regents and a board of governors. Both are lay bodies, each representing the public of a certain community — the Council representing the province while the board represents the local college area. Both exist to see that the needs of their particular constituency are served; in other words, to see that public funds are spent wisely and that all members of the public are treated equitably and served as fully as possible within the overall policies laid down by the provincial government. Both are policy-making bodies within defined limits; the Council establishes policies and sets priorities at the provincial level with the approval of the Minister. The board functions in a similar manner at the college level.

With this close interweaving of responsibility it is imperative that the boards of governors and the Council of Regents maintain good liaison with each other. To this end, the Council regularly invites board chairmen or their delegates to Council meetings in rotation; members of the Council meet with each board of governors once a year to discuss the multi-year plans of the colleges, as mentioned above, and members of both groups participate jointly from time to time in seminars, workshops, conferences and the like. The Council frequently serves as the bridge between the boards of governors and the Minister, providing a forum where issues of general concern can be discussed, clarified, and if necessary, brought to the attention of the Minister. At the same time, the chairman and executive secretary of the Council attend meetings of the Committee of Presidents to inform the presidents of the interests and actions of the Council, and to acquire an appreciation of the issues and concerns of the presidents and the colleges.

As indicated in the committee lists, the Council has taken steps to involve both governors and college presidents on a number of its committees. In this way, college input is made directly, and the collective wisdom of all levels of responsibility can be brought

Meetings of the Council

gether in an efficient and effective manner in the development of policies for the college system.

As another means of effecting communication between the Council and the college boards, the Council of Regents this year re-issued its booklet "Guidelines for Governors" which is utilized by new governors and others as a resource in understanding the roles of governors and presidents of the colleges of applied arts and technology in Ontario.

During the year beginning April 1, 1975, the Council of Regents held 10 regular meetings, one executive committee meeting, one conference with college governors, and two seminars for college student representatives. Five of the regular meetings were held in various college areas and the balance were held in Toronto, chiefly in the Macdonald Block, Queen's Park. Each of the in-college meetings included a tour of the facilities, meetings with administrators, faculty, staff and students, and meetings with the college board of governors.

Meeting Number

- 75 — March 19, 20, 21, 1975, at St. Lawrence College, Cornwall and Holiday Inn
- 76 — April 16, 17, 18, 1975, at Macdonald Block, Toronto
- 77 — May 14, 15, 16, 1975, at Niagara College and Fallsway Hotel
- 78 — June 18, 19, 20, 1975, at Travelodge Hotel, Toronto
- 79 — September 17, 18, 19, 1975, at Georgian College and Continental Inn
- 80 — October 15, 16, 17, 1975, at Cambrian College and Sheraton-Caswell Hotel
- 81 — November 19, 20, 21, 1975, at Macdonald Block, Toronto
- 82 — December 17, 18, 19, 1975, at Humber College and Constellation Hotel
- 83 — January 14, 15, 16, 1976, at Lambton College and Canterbury Inn
- 84 — February 11, 12, 13, 1976, at Harbour Castle Hotel, Toronto
- 85 — March 18, 19, 1976, at Macdonald Block, Toronto

Student Seminars

- October 24, 1975
- February 27, 1976

Council of Regents/Boards of Governors Conference

- February 11, 12, 13, 1976

Appointments to Boards of Governors

The Council of Regents has the responsibility for appointing the majority of the members of the college boards of governors; others are appointed by various municipalities within the college area.

To make these appointments the Council of Regents receives nominations from the boards themselves and from other sources as well. It is the intention of the Council that board members represent a wide spectrum of interests in the local community, including business and industry, labour, social agencies, the professions, and the like. The Council encourages the board to nominate recent graduates of the college and has also publicly expressed its intention to appoint an increasing number of women to the boards.

During the year the Council has appointed or reappointed 62 governors, of whom 11 are women. The complete list of governors of the colleges of applied arts and technology are given here:

Algonquin College

Council Appointees — Mr. J. J. Charron, Ottawa; Dr. D. A. Chisholm, Ottawa; Dr. J. O. Foohey, Pembroke; Mrs. G. Hale, Ottawa; Mrs. H. Labelle, Ottawa; Mr. H. E. Thayer, Ottawa; Mrs. G. M. White; Mr. N. Zagerman, Ottawa.

Municipal Appointees — Mr. Pierre Benoit, Ottawa; Mr. G. Cadieux, Hawkesbury; Mr. J. Cochran, Almonte; Mrs. C. A. Scotton, Ottawa.

Cambrian College

Council Appointees — Mr. R. E. Barbeau, Sudbury; Mr. J. C. Bischoff, Sudbury; Mr. R. M. Brown, Copper Cliff; Mr. G. H. Gilchrist, Sudbury; Dr. B. G. Lynch, Sudbury; Mrs. G. Moran, Sudbury; Mr. W. L. W. Taylor, Falconbridge; Dr. A. S. Tombalakian, Sudbury.

Municipal Appointees — Mr. G. M. Davidson, Sudbury; Mr. D. R. Diebel, Espanola; Mr. M. G. Lamoureux, Sudbury; Mrs. G. Falzetta, Sudbury.

Canadore College

Council Appointees — Dr. W. F. Armstrong, North Bay; Mr. D. Euler, North Bay; Mr. R. Hardwick, North Bay; Mr. A. H. Lafrance, North Bay; Mr. C. Lucenti, North Bay; Mr. R. J. Lynch, North Bay; Dr. Janet Stewart, North Bay; Mr. J. Trussler, North Bay.

Municipal Appointees — Mr. A. L. Braund, North Bay; Mr. R. F. Donnelly, North Bay; Mr. J. E. Ribout, Mattawa; Mr. B. Vannier, Sturgeon Falls.

Centennial College

Council Appointees — Mr. E. J. Brisbois, Toronto; Mr. S. Brown, Willowdale; Mrs. D. E. Browne, Toronto; Mrs. J. Campbell, Scarborough; Mrs. M. Clarke, Scarborough; Mr. R. Demchyshyn, Kesw; Mr. D. A. Morrison, Toronto; Mr. E. Myatt, Scarborough.

Municipal Appointees — Mr. J. A. McConaghy, Toronto; Mr. J. P. McLoughlin, Scarborough; Mr. J. Prudham, Scarborough; Alderman A. A. S. Redw Toronto.

Conestoga College

Council Appointees — Mr. D. N. Aitchison, Kitchener; Mr. J. R. Ashton, Cambridge; Mr. D. E. Bott, Kitchener; Dr. M. Braund, Guelph; Mrs. D. C. Brewer, Cambridge; Mr. W. E. Byers, Stratford; Mr. J. Grespan, Kitchener; Mr. B. Williscraft, Clinton.

Municipal Appointees — Dr. K. R. Fisk, Harriston; Mr. W. C. Gerth, Milverton; Mrs. D. Lichty, Wellesle; Mr. J. A. Mair, Brussels.

Confederation College

Council Appointees — Mrs. E. Avis, Fort Frances; Mr. W. E. Bryan, Thunder Bay; Mr. W. E. Cousine, Thunder Bay; Mr. D. R. Delahunt, Atikokan; Mr. A. Jones, Geraldton; Mrs. A. A. Powell, Thunder Bay; Mr. R. R. Steele, Thunder Bay.

Municipal Appointees — Mr. J. N. Davidson, Keno; Mr. R. K. B. Dunlop, Dryden; Mr. J. Masters, Thund Bay; Mr. R. B. McCormack, Thunder Bay.

Durham College

Council Appointees — Mrs. R. D. W. Guselle, Oshawa; Mr. J. C. Larmond, Oshawa; Mr. S. E. Lovell, Oshawa; Mr. R. G. McCulloch, Claremont; M C. G. Pilkey, Willowdale; Dr. K. W. Slemon, Bowmanville; Mr. A. A. H. Strike, Bowmanville; Mr. R. Waters, Oshawa.

Municipal Appointees — Mr. H. C. Crowell, Port Perry; Mr. R. H. Donald, Oshawa; Mr. E. F. Marsto Port Hope; Mr. S. B. Rutherford, North Orono.

Fanshawe College

Council Appointees — Mr. F. G. Berlet, Tillsonburg; Mr. W. E. Butler, Strathroy; Mr. B. Calder, Woodstock; Mr. S. S. Fradgley, London; Mrs. Greta Grant, London; Mr. P. G. Sagriff, St. Thomas; Mr. J. A. Stewart, Ailsa Craig; Dr. O. H. Warwick, London.

Municipal Appointees — Mr. L. Connor, St. Thomas; Mr. D. K. Eckel, Woodstock; Mr. G. W. McNern, Windsor; Mr. T. K. Siess, London.

George Brown College

Council Appointees — Dr. P. P. Biringer, Toronto; Mr. B. Bradley, Willowdale; Miss G. M. Fatt, Toronto; Mr. J. H. Kearns, Toronto; Mr. G. L. Mollenhauer, Toronto; Dr. E. H. Pakes, Toronto; Mrs. de Medery-Hunt, Toronto; Mr. E. E. Seymour, Don Mills.

Municipal Appointees — Alderman H. Brown, Toronto; Alderman D. Heap, Toronto; Alderman J. J. Accininni, Toronto; Alderman C. Vaughan, Toronto.

Georgian College

Council Appointees — Dr. J. T. Anders, Barrie; Mr. K. Caldwell, Barrie; Mr. W. H. Green, Parry Sound; Mr. R. Hartog, Midland; Mr. S. Olynek, Collingwood; Mr. J. N. Spencer, Orillia; Mrs. B. Thompson, Bracebridge; Mr. R. A. Yates, Owen Sound.

Municipal Appointees — Mr. L. Thomson, Orangeville; Mr. W. J. Wales, Everett; Mr. R. L. Lutherford, Owen Sound.

Humber College

Council Appointees — Mr. J. N. Beatty, Rexdale; Mr. D. D. Corcoran, Caledon East; Mrs. I. Glover, Toronto; Mr. A. Gould, Toronto; Mrs. O. Hull, Mississauga; Mr. W. L. Liscombe, Toronto; Mr. F. T. Seymour, Toronto; Mr. S. S. Vozoris, Toronto.

Municipal Appointees — Mrs. F. Gell, Toronto; Dr. N. Gunn, Weston; Mr. C. C. Muir, Toronto; Mr. D. A. White, Toronto.

Lambton College

Council Appointees — Mrs. A. P. Beattie, Watford; Mr. W. A. Bradshaw, Petrolia; Mr. E. H. Brohman, Petrolia; Mr. W. Gardner, Sarnia; Mr. W. J. Keough, Sarnia; Mr. S. J. Rogers, Watford; Mrs. C. B. Rupar, Sarnia; Mr. P. D. Scott, Sarnia.

Municipal Appointees — Dr. J. T. Biehn, Sarnia; Mr. C. Hasson, Dresden; Mr. J. A. MacDonald, Thedford; Alderman N. L. Shipley, Sarnia.

Loyalist College

Council Appointees — Mr. F. H. Bellstedt, Corbyville; Mr. D. M. Campbell, Trenton; Dr. B. Cronk, Belleville; Mrs. M. Fraser, Tweed; Mr. G. A. Ketcheson, Madoc; Mr. J. E. Morrison, Napanee; Mr. I. Reilly, Belleville; Mr. G. D. Walmsley, Picton.

Municipal Appointees — Mr. A. Anderson, Bloomfield; Rev. H. J. Maloney, Bancroft; Mr. R. Wartman, Napanee; Mr. R. W. Weaver, Trenton.

Mohawk College

Council Appointees — Mrs. M. Allwood, Hamilton; Dr. A. N. Bourns, Hamilton; Mr. L. A. S. Crews, Brantford; Mr. H. Embree, Hamilton; Mr. S. Fletcher, Hamilton; Dr. J. D. Galloway, Hamilton; Mr. J. S. Gillespie, Grimsby; Mr. D. J. Mitchell, Burlington.

Municipal Appointees — His Worship, Mayor C. Bowen, Brantford; Dr. J. A. Charlton, Paris; Mr. W. Foley, Hamilton; Her Worship, Mayor A. Sloat, Ancaster.

Niagara College

Council Appointees — Mr. W. H. Burton, Fonthill; Mrs. M. R. Ferguson, Welland; Mr. A. Ironside, Niagara Falls; Miss H. L. Kilty, Welland; Mr. J. B. McLaughlin, St. Catharines; Mr. H. B. Picken, Niagara-on-the-Lake; Mr. D. R. Wilson, Fonthill.

Municipal Appointees — Mr. G. H. Hamilton, Niagara Falls; Mrs. H. H. Lancaster, St. Catharines; Mr. E. F. Stranges, Welland; Mr. R. A. Wilson, Port Colborne.

Northern College

Council Appointees — Mr. A. S. Aidelbaum, Kirkland Lake; Mrs. N. N. Caldbick, Timmins; Mr. R. D. Campbell, Timmins; Mr. P. Ferren, Timmins; Mr. D. M. Giles, Elk Lake; Mrs. J. Guertin, Kapuskasing; Mr. R. Levesque, Timmins; Dr. K. C. H. Middlemiss, Kirkland Lake; Mr. H. A. Moore, Cobalt; Mr. K. Redden, Englehart; Mr. R. S. Smith, Timmins; Mr. M. W. M. Stevens, Timmins.

St. Clair College

Council Appointees — Mr. R. M. Armaly, Chatham; Mr. L. Batterson, Tecumseh; Mr. C. W. Case, Chatham; Mrs. R. R. Easton, Windsor; Mr. R. C. Gates, Windsor; Dr. M. L. Petras, Windsor; Mr. M. L. Saurini, Windsor.

Municipal Appointees — Mr. E. Cada, Windsor; Mr. B. J. Sullivan, Wallaceburg; Mr. J. Tomsich; Mr. T. S. Toth, Windsor.

St. Lawrence College

Council Appointees — Mr. D. Adams, Brockville; Mr. R. F. Browne, Kingston; Mr. J. E. Henderson, Q.C., Brockville; Mr. W. A. Kelly, Kingston; Mrs. B. Quart, Maxville; Mr. F. Quaife, Kingston; Mr. B. J. Shields, Cornwall; Ms. Joan Wills, Brockville.

Municipal Appointees — Mr. R. Leger, Cornwall; The Rev. Father R. Villeneuve, Cornwall; Mr. T. Wells, Maitland; Mr. J. F. Whiting, Kingston.

Sault College

Council Appointees — Mr. D. E. Bowman, Sault Ste. Marie; Mrs. M. Dobie, Sault Ste. Marie; Dr. R. A. Drake, Sault Ste. Marie; Mr. L. A. Guerriero, Sault Ste. Marie; Mr. A. C. Harry, Q.C., Sault Ste. Marie; Mr. P. Krmpotich, Sault Ste. Marie; Mr. D. W. Murray, Sault Ste. Marie; Mr. R. J. Wismer, Sault Ste. Marie.

Municipal Appointees — Alderman Dr. T. Angus, Sault Ste. Marie; Mrs. Isobel Lawson, Wawa; Mr. A. H. Rose, Sault Ste. Marie; Dr. R. A. Washington, Elliot Lake.

Seneca College

Council Appointees — Dr. J. Bain (Mrs.), Willowdale; Mr. J. Brechin, Don Mills; Mr. T. Broadhurst, Richmond Hill; Mr. J. R. A. MacKenaie, Scarborough; Mr. L. A. Rice, Brampton; Rev. J. Roberts, Toronto; Mrs. J. Sabiston, Don Mills; Mr. P. Suddick, Willowdale.

Municipal Appointees — Her Worship, Mayor M. Britnell, King City; Mr. G. Laceby, Toronto; Mr. D. Plaxton, Richmond Hill; Alderman, R. O. Roche, Toronto.

Sheridan College

Council Appointees — Mr. H. J. A. Brown, Mississauga; Mr. G. B. P. Farrow, Toronto; M. Hawkins, Oakville; Mrs. J. E. Johnston, Georgetown; Mrs. C. A. Kee, Mississauga; Mr. R. C. McLe, Burlington; Mrs. A. F. Ryckman, Burlington; M. Webb, Brampton.

Municipal Appointees — Mr. W. M. Cooke, Brampton; Mr. G. Goebelle, Halton Hills (Georgetown); Mrs. C. J. Killaby, Mississauga; A. Martin, Milton.

Sir Sandford Fleming College

Council Appointees — Mr. J. M. Bell, Peterborough; Mrs. M. F. Clarkson, Peterborough; Mr. W. T. Coburn, Minden; Lt. Col. H. R. Ferris, Cobourg; W. C. Grant, Peterborough; Mr. R. H. James, Peterborough; Mrs. N. M. Matheson, Lindsay; T. E. W. Nind, Peterborough; Mr. J. F. Rouble, Haliburton; Mr. W. J. Shields, Cobocok.

Municipal Appointees — Mr. J. A. Richardson, Peterborough; Mr. H. Simpson, Lindsay.

Program Approvals

During the year, the following educational program approvals were given to the colleges concerned. Program approval does not imply any financial or other commitment on the part of the Ministry, but merely allows the college to mount the program if operating and capital funds are available and if the proper physical facilities are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals which are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is concerned that every program have good employment possibilities for its graduates, and for that reason a number of programs have enrolment limitations placed upon them.

In making decisions on program approvals, the Councils of Regents is aided by the many provincial consultative committees listed in the appendix. The assistance of these groups is sincerely appreciated.

Algonquin College

Travel Counselling (2 semesters; English and French: Woodroffe)
Industrial Engineering Technologist (6 semesters; English and French: Rideau)
Preventive Dental Assistant (8 weeks post-certificate; limited to 48 students: Woodroffe)
Dental Hygiene (3 semesters post-P.D.A.; limited to 24 students: Woodroffe)
Non-Registered Nurse Upgrading (300 hours: Woodroffe)
Registered Nurse – Refresher (150 hours: Woodroffe)
Business Diploma – General Business (4 semesters: Upper Ottawa Valley)
Registered Nurse – Pediatric Nursing (120 hours full-time & part-time: Rideau)
Ambulance and Emergency Care (2 semesters, also part-time)

Cambrian

Ambulance and Emergency Care Programs (2 semesters full-time; also part-time)
Early Childhood Education (4 semesters)
Diploma in Business (bilingual) (4 semesters)
Preventive Dental Assistant (10 months; limited to 24 students)
Dental Hygienist (one year; post-P.D.A.; limited to 24 students)

Canadore College

Preventive Dental Assistant (8 weeks post-certificate; limited to 15 students)
Registered Nurse – Refresher (15 weeks)
Crafts and Design, Textiles and Ceramics (4 semesters)
Civil Engineering Technician – Building
Construction Engineering Technician (4 semesters)

Centennial College

Urban Transit Operations (option; 4 semesters: Ashtonbee)
Registered Nurses – Long-Term Care (part-time: Warden Woods)
Ambulance and Emergency Care (2 semesters, also part-time)

Conestoga College

Secretarial Arts – Optometrical (option; 4 semesters: Doon)
Ambulance and Emergency Care (2 semesters)

Confederation College

Design Arts – Interior Decorating (4 semesters)
Preventive Dental Assistant (8 weeks post-certificate; limited to 15 students)

Durham College

Ambulance and Emergency Care (part-time)
Preventive Dental Assistant (10 months; limited to 48 students)
Post-Basic Psychiatric Nursing for Nursing Assistants (8 weeks)

Fanshawe College

Nursing Assistant (part-time: Woodstock)
Environmental Health (4 years part-time: London)
Post-Basic Psychiatric Nursing for Nursing Assistants (8 weeks: London, St. Thomas)
Broadcasting – Radio and Television Options (Change from 6 to 4 semesters: London)
Community Mental Health (Post-diploma; probationary approval; limited to 25 students: London)
Preventive Dental Assistant (8 weeks post-certificate; limited to 48 students)
Dental Hygiene (One year post P.D.A.; structure change; limited to 24 students)
Nursing Assistant (35 weeks: St. Thomas)
Registered Nurse – Refresher (part-time: London and Woodstock)
Non-Registered Nurse Upgrading (part-time)
Non-Registered Nurse Upgrading (2 semesters, part-time: London and Woodstock)

George Brown College

Jewellery Repairs (2 semesters; post-graduate certificate program; Casa Loma)
Registered Nurse – Course in Rehabilitation Nursing (post diploma: 7 weeks)
Residential Construction Management (4 semesters; qualified approval: Casa Loma)
Preventive Dental Assistant (10 months: limited to 48 students)
Denture Therapy (5 semesters: Casa Loma)
Residential Construction Management (4 semesters: Casa Loma)
Sign Art (4 semesters: St. James)
Teachers of Nursing – Long Term Care (4 weeks)
Property Standards Inspector (4 semesters: Casa Loma)
Registered Nurse – Neonatal Intensive Care (1 semester)

Georgian College

Preventive Dental Assistant (8 weeks post-certificate; limited to 15 students)
Early Childhood Education (4 semesters; limited to 25 students: Barrie)
Advertising (Restructured; 4 semesters: Barrie)
Journalism – General (Restructured; 4 semesters: Barrie)

Humber College

Workshop Rehabilitation (4 semesters; qualification approval: North Campus)
Transportation Systems Planning Technology (4 semesters: North Campus)
Hydrographic Survey Technology (6 semesters; option: North Campus)
Post-Basic Psychiatric Nursing for Nursing Assistants (8 weeks)

Lambton College

Secretarial Certificate (2 semesters)
Recreation – Parks Operation and Services (4 semesters)
Chemical Engineering Technology – Industrial Hygiene (6 semesters)

Loyalist College

Registered Nurse – Refresher (16 weeks; part-time)

Mohawk College

Parts Management and Merchandising (2 semesters: Fennell)
Motive Power Engineering Technology (6 semesters: Fennell)
Secretarial Certificate – Medical Transcription (2 semesters: Fennell)

Niagara College

Manufacturing Technician (4 semesters: Welland)
Post-Diploma Certificate in Social Service Work (4 semesters: Welland)
Statistical Analyst (4 semesters: Welland)
Ambulance and Emergency Care (3 semesters: Welland)
Preventive Dental Assistant (8 weeks post-certificate; limited to 48 students)
Business Administration – Physical Distribution (4 semesters: Welland)

Northern College

Fine Arts and Crafts (4 semesters: Porcupine)

St. Clair College

Child Care Worker (Continuing education: Windsor and Chatham)
Electro-Mechanical Technician (4 semesters: Windsor)
Early Childhood Education (4 semesters: Windsor)
Preventive Dental Assistant (8 weeks post-certificate; limited to 40 students: Windsor)
Dental Hygiene (one year post-P.D.A.; limited to 30 students: Windsor)
Registered Nurse Refresher (136 hours; conditional approval: Windsor)
Ambulance and Emergency Care (2 semesters; also part-time)

St. Lawrence College

Drafting Technician - Mechanical (4 semesters: Brockville)
Ambulance and Emergency Care (continuing education: Brockville)
Registered Nurse - Management Skills (3 semesters; part-time: Kingston)
Registered Nurse - Refresher (1 semester; part-time: Kingston)
Post-Basic Program in Psychiatric Nursing for Nursing Assistants (8 weeks: Brockville and Kingston)

Seneca College

Preventive Dental Assistant (8 weeks post-certificate; limited to 25 students)
Animal Health Technician (4 semesters; enrolment limited to 25: King)
Recreation - Parks Operation and Services (4 semesters: King)
Outdoor Recreation Technician (4 semesters: King)
Registered Nurse - Refresher (12 weeks; part-time: Leslie)
Registered Nurse - Geriatric Nursing (14 weeks; part-time: Leslie)
Ambulance and Emergency Care (2 semesters; also part-time)

Sheridan College

Ambulance and Emergency Care (2 semesters; part-time)

Sir Sandford Fleming College

Recreation Leadership - Aquatics Option (2 months)

The support staff in the colleges of applied arts and technology which numbers approximately 3850 persons has been working under an agreement made on October 22, 1974. The agreement is in effect until March 31, 1976, and negotiations for a new contract are currently under way; six meetings have been held with representatives of the Ontario Public Service Employees Union to March 31, 1976.

At the start of this fiscal year the matter of an agreement between the colleges and their academic staffs totalling some 6,000 men and women was in the hands of an Arbitration Board. On August 29, 1975, a Memorandum of Agreement was ordered into effect by the Chairman of the board of Arbitration, The Honourable Mr. Justice Estey, which took effect until August 31, 1975.

On September 17, 1975, a second Memorandum of Agreement for academic staff took effect, covering the period from September 1, 1975 until August 31, 1976. Administration of the agreement has proceeded with emphasis on areas of change from previous agreements. Perhaps the greatest area of discussion has been workload, and local and central Instructional Assignment Committees have been established. Considerable attention has been given also to the establishment of formal qualifications for progression to higher maxima in the classification range. Negotiations for a new contract to take effect September 1, 1976, have already started with the first meeting held on March 9, 1976.

Formal grievances have come as a final stage to the Public Service Grievance Board, now superseded by ad hoc Arbitration Boards established under the procedures of Bill 108. The record for the year follows.

Support staff: one dismissed, one pending.
 Academic staff: five upheld, five dismissed, ten pending.

Salary rates and terms and conditions of employment for the 1,800 administrative staff members of the colleges of applied arts and technology are established by the Council of Regents by using a method which differs from that of the other two groups. A consulting firm is retained to advise on salary levels for comparable positions in business, industry, and other educational establishments, and salary policy is adjusted once a year in July. The procedure requires job evaluations to be carried out for consistency throughout the college system and

local and provincial job evaluation committees perform this function. Terms of reference for the provincial committee were issued on May 12, 1976.

Benefits for college employees are under continuing surveillance for all groups, but more particularly, those excluded from collective bargaining. Some changes have been made for administrative personnel in the colleges, in the areas of vacations, group insurance, Ontario Health Insurance Plan, transfer policy for sick leave credits, and mileage allowance for travel. Appeal procedures are currently under study.

The Council has approved supplemental payments to annuitants under the Retirement Pension Plan and has also recommended changes in actuarial valuation procedures.

Each college is required to submit a multi-year plan to the Council of Regents annually. This comprises a narrative, program enrolment projections, requirements for physical facilities, financial projections, and certain other information.

The multi-year plan attempts to describe the future educational thrust of the college in response to the perceived educational needs of the community; projects the expense of providing its services to the community; and it indicates the balance to be achieved between the cost of delivery and the resources available.

The narrative portion of the multi-year plan is of particular value to the Council of Regents because the Council is involved in the development of new campuses and new colleges, new educational programs and techniques, and, in fact, the entire future direction of the college system.

The narrative includes:

- (a) An updated statement of the educational policies and objectives of the college if these have changed significantly from the previous year.
- (b) College area environment forecasts, including demographic studies showing projections of the general population, secondary school enrolments and socio-economic population trends, if this has been shown previously or if significant changes have occurred. It also includes economic projections, labour force forecasts, trends in business and industry, and any other changes which affect college planning.
- (c) A report on improvements in educational delivery methods, including new educational methods being developed or investigated by the college; progress in the integration of full-time and part-time programs and a description of professional development activities for faculty, both current and planned.
- (d) A list of community and special services provided by the college to the people of the area. By "community and special services" is intended any services currently provided or anticipated, outside the normal range of the extension or continuing education course offerings of the college. Cultural activities of various kinds are included here.
- (e) Any additional topics which the college wishes to include in the narrative.

Program changes and enrolment projections over the five-year planning period are given in considerable detail. The planning period comprises one historical year, the current year and projections of the next three years. Enrolments are shown on a headcount basis, a full-time equivalent basis and a student contact hour basis, for all categories of students.

The section of the plan devoted to physical facilities includes a descriptive statement of anticipated need for additional facilities for the planning period and their priorities, and details of current space inventory, utilization, and teaching room usage.

The financial section of the plan is intended to provide the Ministry with a background of essential data for use in evaluating college financial operations, and to provide projections for assessing the multi-year fiscal requirements of the college system. It is also of value in furnishing the Council of Regents and the public with the necessary financial data to acquire an adequate understanding of financial operations and stewardship. This section of the plan begins with a discussion of any planning strategies pertaining to the operation of the college, for example, faculty/student ratios, section size policies, use of reserve and the like, used to meet financial constraints.

A number of tables of financial data are submitted, including projected revenues and expenditures for all categories of educational programs and many critical financial indices for analysis of the operation of the college.

When the multi-year plans are received from all colleges a system-wide summary is produced. It is known as the Multi-Year Plan Analysis. This comprises over 700 reports of various ratios and indices which can be used by the colleges for comparisons among themselves, and which are used by the Council of Regents as a basis for discussion when visiting a college to review its multi-year plan.

Two student seminars were held in Toronto to which the president of the student association in every college of applied arts and technology was invited. The seminars were held in the Macdonald Block on October 24th, 1975 and February 27th, 1976, and both were well attended.

Student opinion was also sought and received at the five Council meetings held in colleges during the year, and thus the Council is well aware of the current interests and concerns uppermost in the minds of students. The chief issues relate to fees and student assistance, government financial constraints, student housing, student association problems, and improvements in teaching methods.

Students decry the increase in the loan portion of the Ontario Student Awards Program announced during the year, and feel that sufficient cognizance of the current cost of living is not being taken. They also feel that income should not be a criterion in determining the size of the loan. They have experienced difficulties in finding summer work and it seems clear that students, like most other sectors of society, are having to tighten their belts.

The suggestion in the Report of the Special Program Review that tuition fees might rise causes some alarm. Nevertheless it is clear that students in the colleges of applied arts and technology are paying a much smaller proportion of the cost of their education than was the case four years ago when tuition fees were last raised. Some increase in fees seems reasonable, therefore, as is suggested in the Council's recommendations on the Special Program Review.

The current government constraints on spending in the colleges, particularly in capital funds, is also a concern of students, as indicated by their comments at the meetings. They would like more and better classrooms in certain colleges, better laboratory and shop equipment in others, more facilities for athletics and recreation generally. With regard to operating funds, students are concerned that student services may be first in line for budget cuts when money is short, although there appears to be little evidence that this is happening in fact.

A perennial issue raised by college students is the need, as they perceive it, for student housing. Presentations were made claiming that sufficient room and board is difficult to find in many college areas causing students to travel long distances, sometimes using inadequate public transportation. They point out that in many of the colleges a large

proportion of the students come from outside the local area, creating a need for student housing. Student residences apparently have a strong appeal, but the financial problems associated with them are not readily perceived or accepted by the student representatives who attend these meetings.

Many student associations have excellent relationships with the boards of governors of their colleges. They are able to make input into board deliberations either directly or through a committee structure, and they attend board meetings without voting privileges but fully participating in discussions. In other cases their connection with the board of governors appears to be remote and this is a matter of concern in those colleges. Although the Council of Regents has recommended that student associations become incorporated, this has not happened at all colleges and where it has not, students feel, rightly or wrongly, that there is no avenue for a formal expression of their interests.

Students from some colleges have expressed the feeling that more professional development for academic staff is required. They suggest better pre-service and in-service training in teaching methods for new teachers, and more updating by refresher periods in business and industry, for teachers who have been away from those environments for some years. They further suggest regular teacher evaluation; in this regard the new self-evaluation model currently being developed and tested will be of great value to the colleges.

The Council of Regents finds the meetings with student representatives of the colleges to be of great value in maintaining and improving the provincial view of the college system. Many suggestions are made which find their way into the various mechanisms and procedures for guiding the systems which have been developed over the years.

In a statement to the Council of Regents on November 14, 1974, The Honourable James A. Auld, then Minister of Colleges and Universities asked the council to advise him on new methods of financing the colleges of applied arts and technology, in view of the demise of the open-ended operating grants formula.

In response the Council established a Committee on CAAT Financing which reported its recommendations to the Council on September 9, 1975. The recommendations were accepted by the Council approved by the Minister on October 29, 1975, and the procedures are in force for college funding in fiscal 1976-1977.

The report of the committee follows.

Report of the Committee on CAAT Financing the Ontario Council of Regents

Terms of Reference

At its December, 1974, meeting the Council of Regents resolved to recommend to the Minister establishment of a standing committee on CAAT financing composed of eight members, two each appointed by the Council of Regents, the Committee of Governors, the Committee of Presidents, and the Ministry of Colleges and Universities.

The committee is to evaluate existing financial procedures and to plan the college system for a reasonable distance into the future in order to make recommendations to the Minister through the Council of Regents.

At the first meeting of the committee on March 1, 1975, Mr. N. A. Sisco, Chairman of the Council of Regents, elaborated on the intent of the terms of reference. It was agreed that the committee has the following primary tasks:

1. To attempt to determine inequities in the current funding system for distributing available operating grant resources among the 22 colleges and to propose corrective measures; and
2. To restate the objectives of CAATs with a view to listing activities of individual colleges in order of priority
 - (i) to determine the most suitable level of activity under available funding, and
 - (ii) to indicate to government which levels of service would require additional funding.

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view of the timing of the 1976-77 estimates and
YP cycles, the committee undertook to complete
e first task in time to report to the September, 1975,
eeting of the Council of Regents. The Committee
requests further guidance from the Council of Re-
ents with respect to undertaking the second task
nder the Terms of Reference in Section 1 of this
port. In the meantime, under present restricted
nancial resources, each board of governors is
esponsible for determining local priorities.

Procedure

The committee studied papers which traced the
historical development of funding mechanisms for
CAATs and which analyzed the audited statements
from the colleges on revenue and expenditures. This
was followed by an attempt to determine the effect
that the considerable variation in growth rate had on
the equitability of resource distribution as a result of
the widely differing rates of change in the 'k' factor of
the operating grant formula.

As a result of these studies, it was agreed that it
was not feasible to attempt to restore equitability by
adjusting factors in the original operating grant
formula. Consequently, principles were established
or developing an alternative distributing mechanism
for 1976-77.

Proposed Operating Grant Mechanism

Regardless of past variations in the development of
individual colleges, all CAATs are trimming comple-
ment and other controllable expenditures for the
current fiscal year in compliance with the Minister's
request that boards of governors develop 1975-76
operating budgets that will allow them to live within
their anticipated revenue. These budget costs con-
stitute a realistic — and equitable, from a forward-
looking point of view — basis for distribution of the
global operating funds to be provided by government
for CAATs for 1976-77.

To avoid a return to line-by-line budget reviews,
the committee sought a minimum number of "indi-
ces" which would permit equitable comparison of
operating costs of the 22 individual colleges. The two
primary variables identified were (i) plant costs —
due to the variations in leased and owned facilities,
and (ii) academic "activity" costs — due to variations
in enrolment and program distribution. It was felt that

administrative costs should bear a fixed relationship
to academic costs. Hence a separate index is not
required. Since salaries represent the major
academic cost, academic payroll can be used as a
relatively specific index for apportioning the
academic and administrative "activities" portion of
the base operating grant among the twenty-two
colleges. It will, therefore, be necessary for the
Ministry of Colleges and Universities, in conjunction
with the proposed Grant Base Adjustment Panel, to
develop a specific definition for such an "activities"
index.

A detailed proposal for distribution of the base
operating grant is attached as an appendix to this
report.

Recommendations

(1) The committee recommends adoption of an
operating grant distribution mechanism based on
procedure outlined in the appendix to this report.

The proposal provides for a "Grant Base Adjust-
ment Panel" to rule on petitions from individual
colleges for adjustment to their grant base indices to
compensate for a typical expenditure.

(2) The committee recommends that the Committee
on CAAT Financing act as a grant base adjustment
panel for the first two years.

Depending on government policy on enrolment
expansion in times of high inflation in arriving at the
total operating funds for CAATs, the committee
would like to see a portion of the global amount set
aside for new programs and other specified growth.

(3) The committee recommends that a portion of the
total annual operating grant funds be set aside for
specified new programs and other forms of enrol-
ment growth with the balance of the global amount
being distributed among the colleges by the grant
base mechanism.

In view of the uncertainty of any funds for expan-
sion in 1976-77, the committee is not at this time
recommending a procedure for distributing such a
grant for expansion of service.

Other Recommendations

Equitability in distribution of operating grants on the
basis of the proposed system depends on accurate
comparison of the cost data provided by individual
colleges. Although there has been considerable

advance during the past year in the development of uniform reporting procedures, the committee notes that several colleges have made little headway toward standardization of financial procedures.

(4) The committee recommends that the Ministry of Colleges and Universities establish standardized definitions, accounting and cost reporting procedures for all colleges to become effective for the 1976/77 fiscal year.

(5) The committee further recommends that every board of governors establish an audit committee of the board by not later than December 31, 1975.

Operating Reserve Funds

The committee reviewed the July, 1975, report by Woods, Gordon and Company on the funding of equipment placement in CAATs. The committee is not in a position at the present time to recommend a specific government policy on funding of equipment replacement. However, the committee wishes to call attention to the dilemma which led to the "Other Recommendations" on page 23 of the Woods, Gordon report (commissioned by the Ministry of Colleges and Universities).

This dilemma stems from the absence of an official government statement regarding operating grant reserves of colleges of applied arts and technology. The committee (and CAAT boards of governors) are aware of the traditional government policy that unexpended budgets of government agencies should return to consolidated revenue at the end of each fiscal year. Nevertheless, CAATs were placed on a university-style operating grant formula in 1971 which generated an operating grant "entitlement" for each college and left the expenditure of the revenue entirely in the hands of boards of governors.

The committee agrees that, in view of the uncertain revenue position of CAATs, the policy of *not* maintaining any reserve or contingency fund is not satisfactory for effective CAAT budgeting — CAATs, like universities, should not only be allowed, but should also be encouraged to maintain a reasonable operating reserve. To rule that operating reserves are not acceptable in college funding would not only encourage unnecessary spending, but would also imply commitment by government to underwrite any unforeseen costs — such as arbitration awards — over which boards of governors have no control.

Consequently, the committee concurs in the four "Other Recommendations" of the July, 1975 Woods, Gordon report — namely:

(1) That the Ministry confirm and communicate its policies to the colleges as specified in 2 to 4 below.

(2) That colleges (i.e., boards) are responsible for fiscal management of college affairs and resources.

(3) That colleges may continue to accumulate operating fund surpluses as they judge fit recognizing present and anticipated operating needs and financial resources, consistent with an appropriate prudent financial management policy;

(4) That colleges may continue to designate parts of operating fund balances for future expenditures recognizing that this is a matter for board discretion and does not impose any external constraint or restriction on spending of such surpluses.

Report and Recommendations on the Development of an Alternative Funding Mechanism for the Colleges

The Committee on CAAT Financing, after careful deliberations submit the following recommendation for the Council's consideration.

Recommendations

I That the basis for operating grants be considered primarily as a funding mechanism for the distribution of available funds, and secondarily as a useful device to measure the level of funding requirements.

Operating grants should consist of three components:

(a) A plant and property grant that would fund the physical facilities of colleges for all purposes,

(b) an activities grant that would fund the academic and administrative activities of the colleges,

(c) an adult occupational training grant based on day rates reduced by the component that now provides for plant and property.

Also, that the Ministry be requested to examine the feasibility of implementing a single activities grant to encompass all academic programs, combining current formula programs with adult occupational training; this would eliminate the problems of apportionment in the academic activity area;

And that the activities grant consist of two components:

- (a) to finance current activity, and
- (b) to accommodate growth, special programs or specific financial pressures;

And that the grants should incorporate as many of the current add-on grants as is feasible.

Plant and Property Grant

A single plant and property grant for all purposes is considered the most appropriate method of funding. The major advantage is the elimination of arbitrary apportionment of expenditures among programs and the resulting inconsistencies and inequities. The inclusion of leased property expenses will eliminate separate premise rental grant and the anomalies created by the funding of the services portion of leases.

The function of the grant would be to distribute among colleges, in each financial year, the sum of money provided by Ontario for the total plant and property grant for a whole college system.

Calculation of Grant

Plant and property grant base would be established for each college. Each college's share of the total plant and property grant would be calculated by applying the following formula:
$$\text{College share} = (A \times B) \div C$$
when: A equals the total amount available for all the colleges; B equals the plant and property grant base of the college; and C equals the total of the plant and property grant bases of all colleges.

Establishment of Grant Base

The plant and property grant base of each college would be determined in the following way:

(a) The expenditure of each college, reported on its audited financial statement for 1974-75, would be its preliminary plant and property grant base (municipal per capita taxes would be excluded),

(b) these financial statements would be reviewed to identify any atypical expenditure that should be removed,

(c) each college would be advised of their plant and property base.

(d) the colleges would be given a specific period of time (say 1 month) to evaluate their base and to make representations if they consider that the 1974-75 expenditures do not truly reflect a normal year's expenditure,

(e) matters raised under (b) and (d) would be examined by the grant base adjustment panel which would review all representations and make adjustments where necessary,

(f) the base, as adjusted would be the college's plant and property grant base,

(g) future adjustments to bases may be required to accommodate any change in the campus of a college and additional or relinquished leased premises.

Implementation

There would be no need for any phased implementation of this grant over a number of years. It would be based on each college's expenditures at the latest available time, adjusted to correct irregularities. It could therefore be fully implemented in a single year — 1976/77.

In providing in its estimates for the plant and property grant, the Ministry would have to take into account inflation and increase or decrease in the total amount of plant and property to be funded.

The Activities Grant

This grant is essentially based on the premise that a college is primarily learning-oriented and that the main grant should be funded on this basis. Each college would be free to develop its own administrative policy, but the absence of specific administrative funding would promote administrative efficiency in enabling institutions to make more funds available

for academic activities. By minimizing the number of specific components of the grant, we preserve the unconditional nature of the grant.

The effect of additional expenses of bilingual programs would be reflected in the activity grant base and would eliminate the need for a separate bilingual grant.

Calculation of Grant

An activities grant base would be established for each college. Each college's share of the total activities grant would be calculated by applying the following formula:

College share = $(A \times B) \div C$ when: A equals the total amount available for all colleges; B equals the activities grant base of the college; and C equals the total of the activities grant bases of all colleges.

Fees charged to the student would have no effect on the grant.

Establishment of Grant Base

The activities grant base of each college would be determined in the following way:

(a) Define "academic activity" to comprise all teaching (including continuing education but excluding that portion under the Adult Occupational Training Agreement) and all activity directly in support of teaching in the colleges;

(b) identify every person on each college's payroll at a prescribed date in the Fall of 1975, who is engaged in academic activity;

(c) determine the annual salary attributable to academic activity on the basis of the persons identified in the payroll; where a person is engaged on both O.T.A. and other teaching or support duties, the best apportionment available would be made;

(d) the colleges' auditors would be required to certify the amounts of annual salary attributable to academic activity as calculated above;

(e) the total as certified by the college's auditor would be the preliminary activities grant base;

(f) each college would be advised of their activities base;

(g) the colleges would be given a specific period of time (perhaps one month) to evaluate their base and make representations where it is considered that the base does not fairly represent college activities;

(h) the grant base adjustment panel would consider the representations and determine the adjustment to be made;

(i) the base, as adjusted, would be the activities grant base;

(j) the activities grant base of each college should require annual adjustments. It may be advantageous, however, to institute a periodic review (every 3 or 5 years).

Implementation

Regardless of the changes that may be equitable, only a limited adjustment in the amount payable to any college can be made in any one year. It would therefore, be necessary to introduce any new grant distribution by stages, commencing in 1976/77.

Implementation would assume that no institution would receive a grant below the funding level of the immediately preceding year. In an inflationary situation, no college would receive an increase of less than 75% of the increase in the total grant; in other words, for every 10% increase in the total activities grant for all colleges, every college would be guaranteed an increase of at least 7.5%.

The remaining 25% of the increase would be shared among those who, under the sharing formula, would qualify for an increase of more than 75% of the rate of increase in the total college system. The sharing would be in proportion to the amounts by which their share, but for the implementation of the 7.5% minimum, would have exceeded 107.5% of the previous year's grant.

A transitional implementation would enable grant to progress towards a distribution in proportion to the activities grant base without imposing on any college a relative grant reduction that would be insupportable in any one year.

If it is considered advisable to establish a component of the activity grant to accommodate special circumstances, it is proposed, subject to the advice of the base adjustment panel, that any unexpended balance would be shared in proportion to the activities grant base.

Adult Occupational Training Grant

Modification of Current Funding

Adult occupational training is currently funded through the purchase of training days. The scale of day rates includes an element to cover plant and property costs. This method, however, funds the colleges in proportion to the volume of training activity not in proportion to the cost of the plant and property used in the activity.

The removal of the plant and property element from the day rate and including it in a single plant and property grant has the following advantages:

- a) It is the only way funding can reflect the actual cost which differs considerably from one college to another.
- b) It would avoid the need for arbitrary apportionments which invite divergent accounting practices and destroy comparability of costs.
- c) This distribution of funds would more accurately reflect expenditures.

The reduction of day rates to eliminate the plant and property portion would be calculated as follows:
 $\text{Reduced day rates} = [A \times (B - C)] \div B$ when: A equals present day rates; B equals total funding of O.T.A.; and C equals expenditure on plant and property allocated to O.T.A. in the 1974-75 audited financial statements.

Single Activities Grant

It may be advisable to include all academic activities into a single grant. The activities grant base could be expanded to include all teaching and related activity. This would eliminate the need to apportion salaries among programs, thereby increasing consistency. The plant and property grant would remain unchanged.

Grant Base Adjustment Panel

The implementation of the proposed funding mechanism with the least amount of disruptive influence on the college operations necessitates the careful establishment of grant bases. It is therefore proposed that a Grant Base Adjustment Panel be established to receive and consider representations from the colleges. After the establishment of the initial bases, the Panel may be required, from time to

time, to review and evaluate major changes in a college's operation relating to facilities, enrolment patterns or programs.

Accountability

The proposed grant system has one fundamental difference from previous funding mechanisms. Both the budget review system, through the operation of the review process, and formula funding, through its direct link with enrolment, implies a correlation between the amount of grant and the output in terms of students taught. The proposed system of distributing a set amount of money on a predetermined basis has no automatic reference to output. Therefore, some device for measuring output is necessary because the Government, through the Ministry, is accountable for the proper use of public funds; and the colleges need assurances that grant distributions are equitable and consistent.

The Multi-Year Plan process which was developed to fulfill a planning function should provide the basis for assessing college activities.

Continuing Issues

As we enter a new year, a number of issues are still under study by the Council of Regents. Perhaps the most important of these from a long-range point of view is a redefinition of objectives for the colleges of applied arts and technology. There is perhaps little need to make any substantial change in the objectives as originally set out by the Honourable William Davis, then Minister of Education, in addressing the Legislature in May 1965. Nevertheless it may be advisable to examine the priorities in the light of today's changed economy and, possibly, to redefine more closely some areas of college activities.

The Council is satisfied that all of the Ontario colleges have served their communities well in the past and are continuing to do so. That is not to say, however, that the college system should rest on its laurels in any self-congratulatory way. Instead we must find ways of improving efficiency without sacrificing quality, and at the same time, live within the provincial financial constraints.

A second issue which concerns the Council is that of bilingual education in the colleges of applied arts and technology. The Council of Regents is dedicated to ensuring that the needs of Franco-Ontarians for college education are met, and intends to determine how best this may be done. The colleges are in the business of educating for employment and they must be encouraged to carry out that mission for Franco-Ontarian students, as for all students, in the broadest possible terms. The Council expects to issue a policy statement on this matter shortly in cooperation with other bodies which are investigating related matters.

A third on-going concern of the Council is that of college financing. The Council has been given the responsibility for establishing the present global funding system and for improving it over the next year or two as required. The Committee working on this project has recommended that accounting procedures in the colleges be standardized across the system and that a policy on reserve funds be established. At the same time, the productivity of the colleges requires careful monitoring to ensure that the taxpayers are getting the best possible result for their investment in the college system.

The Council of Regents has a number of other projects in which it is interested. Among these is a study of the effectiveness of diploma nursing education in the colleges; the development of guidelines for commercial activities on college campuses; the rationalization of computer facilities in the college system; the improvement of the teaching/learning experience; and the rationalization of college educational programs throughout the province. All of the foregoing items will be considered by the Council of Regents in the coming year.

Chairman's Concluding Remarks

Although we have completed another year of development and achievement, it has been accomplished in an atmosphere of financial austerity and impending difficulty. In a period of fiscal restraint our growth has been curtailed. As a result, we have had to compromise some of our immediate plans, and some of our dreams for the future will have to be reassessed or abandoned. We have experienced reductions in our health related programs as a result of major adjustments of a province-wide nature, and we are facing the most difficult student placement problem that we have experienced in our brief history. Other programs have had to be rationalized or discontinued.

But adversity has always offered increased opportunity. Arnold Toynbee, the great twentieth century historian, based his monumental analysis of civilization on the premise of challenge and response. In his *A Study of History*", he points out that the individual and the society have always achieved the highest level of accomplishment in periods of greatest difficulty.

We have many challenges to test us in the college system. The success that we have enjoyed is due largely to our innovative approach and our adaptability in meeting community needs. We must retain these qualities as we face the problems of a changing society. We must be ready to appraise and to test new instructional techniques. We must be prepared to cope with a student clientele which may become increasingly older and of a part-time nature. We must keep abreast of technological change in business and industry. And, perhaps most important, we must be aware of all the changing perceptions of what constitutes a good society in the minds and hearts of the people we serve. With an enthusiastic and positive approach to these challenges, we will continue to contribute to the growth and development of the people of Ontario.

N. A. Sisco,
Chairman

Recommendations to the Minister 1975-1976

Number	Date			Resolution	Approval Date		
	D	M	Y		D	M	Y
76-1	18	4	75	The role of College of Nurses inspectors	15	5	75
76-2	18	4	75	Retention of counsel for negotiations with the academic bargaining unit	15	5	75
76-3	18	4	75	Approval in principle of a Niagara Falls campus for Niagara College	15	5	75
76-4	18	4	75	Approval in principle of revised master plan for the Brockville campus of St. Lawrence College	15	5	75
76-5	18	4	75	Endorsement of transfer of the responsibility for the short-term Training in Industry program from the Ministry to the colleges	15	5	75
78-1	20	6	75	Approval of salary policy for college administrative employees	24	6	75
78-2	20	6	75	Consideration of the use of government-owned property by Georgian College	24	6	75
78-3	20	6	75	Report on the Optimum Size of a College of Applied Arts and Technology	24	6	75
80-1	17	10	75	Distribution of special funds for development of bilingual programs as recommended by the Advisory Council on Franco-Ontarian Affairs	29	10	75
80-2	17	10	75	Establishment of a Wawa campus of Sault College	29	10	75
80-3	17	10	75	Recommendation of an operating grant mechanism for colleges of applied arts and technology	29	10	75
81-1	21	11	75	Changes in employee benefits for college administrative personnel (vacations; group insurance; OHIP; mileage allowance)	Returned		
81-2	21	11	75	Withdrawal of transfer policy for sick leave credits from outside the college system	17	12	75
81-3	21	11	75	Continuance of the special program for the hearing impaired	17	12	75
81-4	21	11	75	Establishment of a Conference Centre at Seneca College King Campus	Deferred		
81-5	21	11	75	Guidelines for relationships between colleges of applied arts and technology and professional associations	Deferred		
82-1	19	12	75	Allocation of special grants for the planning and development of French programs and courses. (Further to recommendation 80-1)	13	1	76
82-2	19	12	75	Formation of a task force to recommend the magnitude of cuts in first year diploma nursing enrolments in each college	13	1	76
82-3	19	12	75	Limitation of vacation entitlement for college administrative personnel (further to recommendation 81-1)	13	1	76
82-4	19	12	75	Retention of Hay Associates Canada Limited to advise on college administrative salaries	13	1	76
82-5	19	12	75	Increase in allowances for pensioners under the CAAT Retirement Pension Plan	13	1	76
82-6	19	12	75	Sale of a small parcel of land by St. Clair College to the City of Windsor	13	1	76
82-7	19	12	75	The undertaking of an experiment to study comparative costs for certain Canada Manpower Training Programs between colleges and private vocational schools	Returned		
82-8	19	12	75	Policy on bilingual programs in the colleges of applied arts and technology	Returned		

Number	Date	Resolution	Approval Date
	D M Y		D M Y
1	14/1/76	Amendment of regulation limiting terms for college governors	13/2/76
2	14/1/76	An experiment to study comparative costs for certain Canada Manpower Training Programs between colleges and private vocational schools (extension of recommendation 82-7)	13/2/76
1	13/2/76	Changes in the Retirement Pension Plan of the Colleges of Applied Arts and Technology with regard to actuarial procedures, contributions for deficiency and the payment of interest on refunds	Referred to Mgm't. Board 12/3/76
2	13/2/76	Policy statement on college programs for Franco-Ontarians	Returned
1	19/3/76	<i>Closing of the Diploma Nursing School in Cambridge (Conestoga College)</i>	Pending
2	19/3/76	<i>Fees for Foreign Students</i>	Pending
3	19/3/76	<i>Recommendations on the Report of the Special Program Review</i>	Pending
4	19/3/76	<i>Report: Human and Community Education and Manpower Development</i>	Pending

Sub-Committees of the Council of Regents

In addition to the standing committees of its own members, and the special committees listed elsewhere, the Council of Regents has established a number of sub-committees for special purposes. These include the provincial consultative committees which advise on the educational programs of the colleges, and the staff affairs committees which advise on various aspects of staff relations and which carry out the collective bargaining with the representatives of the academic and support staff bargaining units.

The Council is most appreciative of the contribution of time and effort of the busy people who serve on these sub-committees without recompense. The success of the Colleges of Applied Arts and Technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Staff Affairs Committees 1975-

Academic Negotiating Committee

Mr. G. Campbell, Civil Service Commission
Mr. W. G. Docherty, St. Clair College
Mr. A. Gregson, Mohawk College
Mr. J. Lynch, Ministry of Colleges and Universities
(Replaced by Mr. L. Anderson, Ministry of Colleges and Universities, January, 1976)
Mr. I. B. McCauley, Centennial College *(Replaced by Mr. W. R. Tyas, Centennial College, January, 1976)*
Mr. R. L. Mitchelson, Confederation College

Mr. F. Hamilton, Counsel

Support Staff Negotiating Committee

Mr. L. Anderson, Ministry of Colleges and Universities *(Replaced by Mr. J. Lynch, Ministry of Colleges and Universities, January, 1976)*
Mr. G. Campbell, Civil Service Commission
Mr. W. G. Docherty, St. Clair College *(Replaced by Mr. P. T. Myers, Fanshawe College, January, 1976)*
Mr. J. Donnelly, Algonquin College *(Replaced by Mr. J. G. Lamorie, Canadore College, January, 1976)*
Mr. C. Millard, Northern College *(Replaced by Mr. D. G. Wroe, Cambrian College, January, 1976)*
Mr. M. Tait, Seneca College

Mr. T. Storrie, Counsel

Insurance Committee

Mr. R. A. Nix, Ministry of Government Services,
Chairman

Mr. J. Brodie, Humber College
Mr. D. Avery, Mohawk College
Mr. H. G. McKinley, Ministry of Government Services
Mr. G. R. LaRose, Niagara College

Mr. R. A. Hinds, *Secretary*

Provincial Consultative Committees for College Programs, 1975

This list includes provincial consultative committees, ad hoc steering committees, and task forces, reporting directly or indirectly to the Council of Regents. In addition to these committees, the Council is aided in making decisions about educational programs in the colleges by two other groups which are not responsible to the Council, namely: The National Advisory Council on Marine Training, Central Region (Mr. E. Gordius, Ministry of Colleges and Universities, Chairman), and the Provincial Review (Educational) Sub-Committee of the Ontario Council of Health (Professor L. Levine, McMaster University, Chairman). The contribution of these two bodies to the planning of college programs is gratefully acknowledged.

Advertising Programs

Mr. D. Armstrong, The Institute of Canadian Advertising, Toronto, *Chairman*

Miss H. Anderson, Senior Vice-President, Ronalds-Reynolds and Company, Toronto
Mr. R. H. Bradshaw, Advertising Manager, T. Eaton Company Limited, Toronto
Mr. B. W. Gordon, Vice-President, Creative Director, F. H. Hayhurst Company, Limited, Toronto
Mr. D. G. Hall, Account Director, Young and Rubicam Limited, Toronto
Mr. F. James, Gulf Oil Canada Limited, Toronto
Mr. J. Liphardt, Humber College, Rexdale
Mr. M. MacDonald, St. Clair College, Windsor
Mr. J. J. McHardy, Superintendent, Business Development and Marketing Division, Canadian Imperial Bank of Commerce, Toronto
Mr. T. Patterson, Canadian Johns-Manville Limited, Mississauga

Mr. V. Whatton, Ministry of Colleges and Universities, *Secretary*

Architectural Technology Programs

Mr. C. Colby, Centennial College, Scarborough, *Chairman*

Mr. M. Doyle, Willowdale, Ontario
Mr. B. Gambles, Building Department, Scarborough Municipal Offices, Scarborough

Mr. V. Heinrichs, Robinson and Heinrichs, Architects, Toronto

Mr. M. W. A. Jones, Department of Architecture, Ryerson Polytechnical Institute, Toronto

Mr. S. S. Mendiratta, Mohawk College, Hamilton

Mr. R. V. Murray, Confederation College, Thunder Bay

Mr. W. Robertson, Mathers and Haldenby, Architects, Toronto

Mr. J. H. Stirling, George Brown College, Toronto

Mr. M. M. Tameanko, Toronto

Mr. K. L. Coupland, Ministry of Colleges and Universities, *Secretary*

Child Care Worker Programs

Government

Mr. M. Davis, Co-ordinator of Training, Children's Aid Society of Metro Toronto, *Chairman*

Mr. A. Bickerton, Thistletown Regional Centre, Rexdale

Mrs. L. Binette, Assistant to Executive Director, Ministry of Correctional Services, Toronto

Miss P. Cooper, Co-Chairman, Directors of Children's and Group Homes, Huntley Youth Service, Toronto

Miss G. Davenport, Assistant Director, Bureau of Children's Services, Ministry of Community & Social Services, Toronto

Mr. P. Finucan, St. Lawrence College, Kingston

Mrs. D. Mandel, Executive Secretary, Ontario Association of Children's Mental Health Centres, Toronto

Dr. D. Randall, Consultant, Psychology, Allied Health Disciplines Branch, Ministry of Health, Toronto

Mr. W. E. Rowberry, Algonquin College, Ottawa

Mr. C. Eriksen, Ministry of Colleges and Universities, Toronto, *Secretary*

Correctional Worker Programs

- Mr. A. Clark, St. Lawrence College
Mr. R. Cyajkowski, Mohawk College
Mr. D. Daniels, Centennial College
Mr. D. Davies, Niagara College
Mr. D. Douglas, Conestoga College
Mr. J. Harris, Fanshawe College
Mr. R. Jubinville, Canadian Criminology and Corrections Association
Mr. D. Lieberman, Centennial College
Mr. D. Mackey, Ministry of Correctional Services
Mr. M. Millar, Fanshawe College
Mr. M. Orris, Ministry of Colleges and Universities
Mr. S. Ross, Fanshawe College
Mrs. B. Silverman, Provincial Secretariat for Justice
Mr. G. McKinnon, Ministry of Correctional Services
Mr. R. Watkins, St. Lawrence College
Mr. M. Byrd, Sheridan College
Mr. J. Page, Sheridan College
Mr. G. Alton, Centennial College
Mr. R. Cunningham, Canadian Penitentiary Services
Ms. P. Haslam, Elizabeth Fry Society
Mr. H. Innis, Ryerson Polytechnical Institute
Ms. L. Lambert, Ministry of Correctional Services

Mr. C. Eriksen, Ministry of Colleges and Universities,
Secretary

Early Childhood Education Programs

- Mrs. P. Couse, Course Director, Early Childhood Education, Ryerson Polytechnical Institute, Toronto, *Chairman*

Mrs. M. Barnett, President, A.E.C.E.O., Carleton University, Ottawa
Mr. L. Day, Sir Sandford Fleming College, Peterborough
Mrs. I. Hoff, Sunnybrook School, Toronto
Mr. D. Lockwood, Humber College, Rexdale
Mrs. E. Roberts, Co-ordinator, Day Nurseries, Children's Bureau, Ministry of Community and Social Services, Toronto
Mrs. I. Withers, Certification Committee, A.E.C.E.O., Toronto

Mr. C. Eriksen, Ministry of Colleges and Universities,
Secretary

Electronics Programs

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Chairman

Mr. K. Allen, National Parts and Service Management, Simpsons Sears Ltd., Rexdale
Mr. P. Balodis, Canadian General Electric Components Ltd., Rexdale
Mr. J. D. Booth, General Manager, Switzer Engineering Services Ltd., Mississauga
Mr. J. Davidson, Durham College, Oshawa
Mr. G. A. Hinds, Service Supervisor, T. Eaton Company, Weston
Mr. G. Keenan, Training Service Officer, Canadian National Telecommunications, Toronto
Mr. D. Keir, Cambrian College, Sudbury
Mr. J. R. Meyers, St. Lawrence College, Cornwall
Mr. W. Patullo, Conestoga College, Waterloo
Mr. N. Peters, Fanshawe College, London
Dr. R. Rothenbury, Lambton College, Sarnia
Mr. T. F. Ryan, President, G. & G. Radio and T.V. Service, Scarborough
Mr. J. Sands, Philips Electronic Industries Ltd., Toronto
Mr. L. Taylor, Canadian Motorola Electronics, Willowdale
Mr. H. Weber, Fleetwood Corporation, Rexdale
Mr. B. White, Electronics Division, Humber College, Rexdale
Mr. H. Whitham, Ministry of Colleges and Universities

Mr. D. Jennings, Ministry of Colleges and Universities, *Secretary*

Engineering Technology Programs

- Mr. C. D. Wilson, Registrar, Ontario Association of Certified Engineering Technicians and Technologists, Toronto, *Chairman*

Mr. D. Beecroft, Canadian Westinghouse Ltd., Hamilton
Mr. J. E. Code, Sault College, Sault Ste. Marie
Mr. G. A. Fletcher, Toronto
Mr. A. Gregson, Mohawk College, Hamilton
Mr. J. N. C. Lumley, George Brown College, Toronto
Mr. M. MacKenzie, Shell Canada Limited, Oakville

- G. L. Pal, Mohawk College, Hamilton
- A. Picard, Humber College, Toronto
- C. Reid, Cambridge
- T. G. Semadeni, Cambrian College, Sudbury
- F. Thayer, Assistant Registrar, Ontario Association of Certified Engineering Technicians and Technologists, Toronto
- R. G. Thompson, Seneca College, Willowdale
- K. L. Coupland, Ministry of Colleges and Universities, *Secretary*

Film Programs

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- Mr. F. R. Crawley, Crawley Films, Toronto
- Mr. W. Cunningham, Georgian College, Barrie
- Mr. J. J. Graham, Director, Service Industry Branch, Ministry of Industry and Tourism, Toronto
- Mr. S. Kula, Public Archives of Canada, Ottawa
- Mr. W. Litwack, National Film Board, Montreal
- Mr. F. Manter, Executive Director, Canadian Film Institute, Ottawa
- Mr. T. Rouse, Canadian Film Development Corporation, Toronto
- Mr. G. Scott, Seneca College, Willowdale
- Mr. J. Trent, Quadrant Films, Toronto
- Mr. V. Whatton, Ministry of Colleges and Universities, *Secretary*

Fire Protection and Industrial Safety Programs

- Mr. D. F. Jones, Labour Safety Council of Ontario, Ministry of Labour, Toronto, *Chairman*
- Mr. R. D. Campbell, Niagara College, Welland
- Mr. H. W. Curran, Algonquin College, Ottawa
- Mr. P. Griffin, Head of Guidance, Humber College, Toronto
- Mr. M. Hurst, Fire Marshal, Fire Safety Services, Ministry of Solicitor General, Toronto
- Mr. D. McGillivray, Label Service Department, Underwriters' Laboratories of Canada, Scarborough
- Mr. S. T. Murray, Seneca College, Willowdale
- Mr. H. M. Nelson, Occupational Health Services, Ministry of Health, Toronto

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The Optimum Size of a College

Synopsis of Recommendations

Criteria for the Initiation of a New College

- A population base of about 150,000 persons in the new college area
- A grade 12 enrolment of about 2,400 students, or a combined grade 12 and 13 enrolment of about 3,300 students
- At least one community of high population density within the new area
- Evidence of continuing growth in the general population and the secondary school enrolment, as well as in industrial, commercial, institutional and cultural activities in the area.

Criteria for the Splitting of an Existing College

- An existing college should be split when it has become so large that too many administrative difficulties arise. These difficulties may be listed as follows:
 - Lack of a feeling of involvement on the part of students, faculty, or administrators
 - Relationships among the various elements in the college becoming too impersonal
 - Institutional objectives over-riding the objectives of students
 - A developing pattern of institutional rigidity
 - Isolation of the Board of Governors from college activities
 - Development of "absentee landlord" problems
 - Embarrassment to the community
- It is suggested that some of these adverse aspects may begin to rise at an enrolment level of about 4,000 full-time students, or a total of 6,000 FTEs.

Directive

In a speech delivered by the Honourable James A. C. Wilson, Minister of Colleges and Universities, to the Association of Colleges of Applied Arts and Technology, in London, Ontario, September 27, 1974, the Minister said, in part,

I have also asked the Council to review the optimum size of a college under various conditions and to recommend the steps that should be taken when a college approaches or surpasses such optimum size.

The directive had been given to the Council of Regents at its meeting on September 20, 1974.

Experience in Other Jurisdictions

This study began with an extensive search of the literature in an effort to determine whether or not other bodies in other jurisdictions had conducted

similar studies and had published their findings. Only one document of significance was discovered, a booklet published by The Carnegie Commission on Higher Education in June, 1970, entitled "The Open-Door Colleges" (*A Special Report and Recommendation by The Carnegie Commission on Higher Education, New York, McGraw-Hill Book Company — 1970*).

In the report the Commission recommends that community colleges should range in size from about 2,000 to 5,000 daytime students with exceptions allowed at either end of the range.

Financial Considerations

It would be reasonable to assume that the operating cost per student would be relatively high in a small college but that as the college grew, its efficiency (in a financial sense) would continuously improve. Alternatively, costs might decrease in a step-wise fashion, or possibly a level would be reached where costs would start to rise again.

In an effort to ascertain the existing pattern in Ontario, a number of cost analyses were done for the 1973-74 year based on information taken from the multi-year plan submissions of the colleges during 1974.

The information shows clearly that there is a falling-off of costs, as expected, but of particular significance is the fact that the falling-off does not continue beyond 4,300 FTEs (full-time equivalents, all students); no improvement in financial performance occurs above that point. At the same time, a number of smaller colleges and campuses turn out to be just as efficient as the "over 4,300" group, again speaking in the financial sense.

There appears to be no financial reason for allowing or not allowing a college to increase in size above the 4,000 FTE level. On the other hand, smaller colleges should be encouraged to reach the 4,000 FTE level of enrolment, if possible, if cost per student is to be an important consideration in the operation of the colleges.

The Community

In any consideration of the optimum size of a college, it is necessary to develop criteria relating to the size and other characteristics of the community or area which it is designed to serve.

Population

The populations of all college areas in Ontario distributed by counties, regional municipalities and districts, are shown in Appendix II, Table 2.

While the information shows that some colleges show considerable variation from the provincial average in "market penetration" ranging from 6 to 18 FTEs per thousand of population, it is interesting to note that most of the small colleges are fairly close to the average, while the three largest colleges are well above it. The fact that these three are located in metropolitan areas of high population density may be the deciding factor in achieving their high penetration, but the picture is complicated by the assignment of large numbers of retraining students to one particular college, and the attraction of another college for Francophone students from other parts of Ontario or from outside the province in addition to those coming from the local community.

It is clear that the smaller colleges in smaller communities can and do serve their communities at least as well as the provincial average in terms of attracting students. The provincial penetration figures are 10.9 total FTEs, or 6.8 full-time post-secondary FTEs per thousand of population.

Put another way, a community or area of 150,000 persons could support a college with an enrolment of 1,000 full-time post-secondary students, or a total enrolment of 1,600 FTEs.

These figures might not be immediately attainable even though the new college pre-existed as a campus of a college, but should be reached within two or three years after the formation of the new institution.

If the financial criterion of 4,000 total FTEs was accepted as the target enrolment for a community college, then each college would require a population base of nearly 375,000 persons to support it. Ten of the existing college areas fall below this figure and most are not likely to reach it during this century; obviously, this is an unreasonably high criterion for the establishment of a new college in Ontario. A minimum enrolment figure of 1,600 FTEs (1,000 full-time post-secondary) would represent the first quartile of the existing colleges, would imply a

reasonably viable operation at a cost not more than 10% above the provincial average, and would constitute a reasonable target for starting a new college.

Existing colleges below this level should carry on at present, but should be encouraged to develop special programs and activities to attract students from outside their areas, thus increasing their enrolments to a more economic level.

Secondary School Population

It is sometimes considered that the numbers of students leaving secondary school is a better indicator of the need for a new college than is the size of the general population. Since Grade 12 is the year in which students acquire college entrance qualifications, an attempt was made to relate college enrolment to the Grade 12 enrolment in the college area during the previous year. College enrolments in the college area section comprise only full-time post-secondary students since other programs do not have the Grade 12 entrance requirement.

Table 3 in Appendix 2 shows the numbers of students coming directly to the colleges from secondary school; across the province this represents 19.9% of the Grade 12 enrolment. (Although the direct entrants are here expressed as percentage of Grade 12, in fact about one-quarter of them have completed some Grade 13 before coming to the college; nevertheless the Grade 12 enrolment appears to be the best in-school indicator on which to base college enrolment predictions.)

Table 3 also shows the new entrants from other sources, including the labour force, the universities, retraining and upgrading programs, and other categories. It is interesting to note that this category represents 35% of the college intake, compared with 65% coming directly from secondary school. At the same time, these students relate to the Grade 12 enrolment to the extent of 11.3%.

The table also lists the numbers of students returning to the college (principally for second and third years). In general, these are present in lesser numbers than the new entrants; related to the Grade 12 enrolment they represent some 17.4%.

Considering the relationship between college enrolment and Grade 12 enrolment, the provincial average is 48%; that is for every 100 Grade 12 students in the college area there are 48 full-time post-secondary students in the college, but there are wide variations across the province, ranging from

2% to 80%, and therefore this ratio cannot be regarded as a good index for predicting college enrolment.

The very high proportion of students coming directly from the labour force creates distortion when attempting to relate college attendance to Grade 12 enrolment. No doubt there are many other distorting factors as well, some of which are mentioned below.

Thus, in the "average" college, for every 1,000 Grade 12 students in the college area, there were in the college in 1973, 199 students coming directly from secondary school, 107 students from other sources, and 174 returning to college for a total of 480 full-time post-secondary students. Therefore, to meet a target enrolment of 1,000 such students, we would look for a Grade 12 enrolment of about 2,100 students on the average. However, to allow for the wide variations currently experienced across the province, this should be increased by 15% to 2,400 students. It has already been noted that there exists a wide variation in each of the indices measured and outlined in this section. There are a number of reasons for these variances, notably the following.

- a) One college may attract more than the typical proportion of students from outside its area because it has established a reputation for excellence, or because it is located in a metropolitan area which is considered attractive, or because it offers unique programs which may attract students from across the province or from outside the province, or because one of its campuses is more convenient for a group of students actually residing in a different college area.
- b) One college may retain students longer than another because it has a higher proportion of two- and three-year programs, and therefore its overall enrolment is proportionately higher for the same first year intake.
- c) One college may attract more students than another because of the socio-economic character of the populace of its area; the general educational level, the average family income, the occupational mix of the work force and the characteristics of various ethnic groups.
- d) The presence or absence of large-scale industrial or commercial enterprises, or of large government establishments, will also exert an effect on college enrolment because of their demand for graduates of certain programs.

- e) Finally, and perhaps most significantly, there is the relatively large group of students coming to the colleges by routes other than directly from secondary schools, chiefly from the labour force. Since this group represents 35% of the new entrants to the colleges, it may well be that it is better to place more reliance on the total population of the area, rather than the Grade 12 or other secondary school enrolment, when predicting college enrolments.

Service of a College to Its Own Area

All of the above measurements include those students who came from outside the college area to a particular college. Table 4 shows the relationship between Grade 12 and 13 students in a college area and attendance at their own college.

It indicates that while 16% of Grade 12 and 13 students attend a college, only 9% attend their local college. Expressed another way, of those who go directly to a college, 60% go to the local college and 40% go to some other college. Again, in the typical college, 40% of direct entrants from secondary school come from outside the given college area. Individual colleges vary considerably in this characteristic, as in others.

This knowledge can be used as an additional criterion for setting up a new college. To meet a target enrolment of 1,000 full-time post-secondary students, we have already seen that we would expect them to come from three main sources, as follows:

(a) Direct entrants from secondary school	415
(b) Other sources	223
(c) Returning students	362
	1,000

If all the direct entrants come from the local college area, then there would need to be a sustained Grade 12 and 13 enrolment of 4,655 students in the area. On the other hand, if the new college is expected to attract the average percentage of students from outside its area (i.e. 40%) eventually, then a Grade 12 and 13 enrolment of about 2,600 should suffice. However, a new college will not likely attract the same proportion of students from outside its own area at first, and in fact, during the establishment phase, some potential students will still be attracted to another college which has accommodated them in the past. Therefore, it would be reasonable to raise the criterion by about 25% to arrive at a figure of 3,300 Grade 12 and 13 students as the minimum.

Population Characteristics and Growth

Another important criterion for the establishment of a new college is the demographic character of the area. Some important characteristics have already been mentioned; the existence of metropolitan areas of high population density, the general educational level of the populace, the average income, the mixture of occupations, and the presence of groups of people with special needs and interests, such as the need for French language instruction.

Probably the most important criterion is growth. Growth of total population, growth of secondary school enrolment, growth of business and industry, growth of government or other social agencies, are all important as determinants of the need for a new college.

In any particular instance these area characteristics will have to be analyzed and projected in some detail before a new college is created.

Criteria for Determining the Need for a New College

The factors developed above point to the following criteria to be considered in the establishment of any new college in Ontario.

- (a) To be economically viable, a college should be able to reach a total enrolment of 1,600 full-time equivalent students or 1,000 full-time post-secondary students within three to four years.
- (b) To support a college of this size there should be a population base of 150,000 persons in the new college area.
- (c) To further establish the need for a new college, there should be a Grade 12 population of about 2,400 students or a combined Grade 12 and 13 enrolment of about 3,500 students.
- (d) To ensure the proper growth of the college there should be at least one area of high population density; there should be an interest in post-secondary education on the part of the residents, and there must be strong evidence of vigorous growth either currently or in the future, including growth of the general population and the secondary school enrolment as well as industrial, cultural, commercial or institutional growth in the area. At the same time, it must not be overlooked that the college itself will contribute to the growth and prosperity of the community in which it is located as well as enhancing the interest in post-secondary education on the part of the people.

Notes:

While these criteria will be useful input in deciding to open or not to open a new college, elements of judgment and community aspirations cannot be overlooked or ignored.

The above criteria are intended for decision-making in considering a new college, not a new campus of an existing college. A new campus requires considerably lower levels of population to be viable. It is expected that in most cases new colleges would grow out of campuses already established and thriving.

The Maximum Size of a College

So far we have looked at the minimum size of a college and the criteria to be considered when a college is contemplated for a given location in the province. The reverse problem is much more complex; that is, to develop guidelines to be used in reaching a decision as to when an existing college should be divided into two or more colleges with appropriate changes in college area boundaries.

What are the advantages and disadvantages "bigness"? Is there a point at which the disadvantages outweigh the advantages? When is that point reached?

We have seen that there are no economies of scale to be experienced beyond the 4,300 FTE level. A decision to limit enrolment in any college must therefore be based on other considerations such as the following:

- (a) Is the learning experience better or worse in large colleges?
- (b) Is faculty morale better or worse in a large college? Does morale affect teaching quality?
- (c) Are the administrators of the college too remote in a large college? Does remoteness of administrators affect the student adversely?
- (d) Does "bigness" give rise to insurmountable administrative problems?
- (e) Would the people of the province be better served by more smaller colleges, or by fewer larger colleges?
- (f) Is the local community affected beneficially or adversely by the presence of a large college?

Many other similar questions could be asked, but we have not found that they lend themselves to clear-cut, quantifiable answers.

The Advantages of Size

It is obvious that certain advantages accrue to a large college because of its size. A large enrolment with greater funding can support a number of activities which a small college cannot afford. The library/resource centre, for example, can be much more extensive and offer many more services in a large college. Similarly, audio-visual services may be more extensive in the larger institution.

Counselling services may be more diverse. Health services may be more sophisticated and more complete. There should be greater opportunities for athletic, cultural, recreational and social development on the part of the students, and at the same time greater opportunities for professional development on the part of the staff.

A large enrolment implies a wide offering of programs and options from which the prospective student can choose. The faculty will possess a wider variety of knowledge and skills from which can be developed cross-disciplinary studies which would be difficult or impossible to mount in a small college.

While these numerous advantages do pertain to larger colleges, it should be pointed out that a medium-sized college may be large enough to encompass them to a sufficient extent. Thus a college of, say, 4,000 FTEs (including all students) can well offer a sufficiently wide range of programs, excellent library/resource/visual aid facilities, ample counselling and other student services, and a good cross-section of recreational, social and cultural activities.

The Disadvantages of Size

In discussions with a number of knowledgeable groups and individuals on this topic, a number of subjective ideas and opinions have been voiced. While these statements are not susceptible to rigorous analysis, they may nevertheless possess considerable validity.

The concepts expressed may be summarized as follows:

(a) Industrial Experience

It is a well known fact that companies are more difficult to manage as they grow in size. The company president has only a certain amount of time and energy at his disposal. As the enterprise becomes larger he must hire more executives to assist him, and they in turn require more

assistants, until in time many layers of executives and administrators are built up. Eventually, communications become so difficult that morale suffers, productivity begins to fall off, and the company becomes a hidebound institution where innovation and flexibility become extremely difficult to maintain.

While a college is not the same as a company producing products for profit, nevertheless, the same management principles apply to any enterprise and it is entirely possible that a large college may experience some of the same difficulties that beset large companies.

(b) Lack of Involvement

A constant threat within all organizations is a feeling of not belonging, not being significant, or not being recognized as an important entity within the institution. The danger of individuals becoming discouraged, be they students, faculty members, or middle management is ever present. The existence of any of these negative forces will have a detrimental effect on the educational process.

(c) Impersonality

In smaller institutions the interrelationships between students, faculty, and administrators can be close and personal. The "we/they" syndrome can be prevented. The flow of communication is easily facilitated and a feeling of openness and sharing of goals and ideals can be effected. As a result, factionalism and confrontation are not likely to develop.

As an institution grows larger, it becomes increasingly difficult to retain this atmosphere which is so conducive to educational excellence. The challenge in large institutions is for the management to attempt to retain these positive forces; however, a point may be reached where the best possible administration can no longer prevent the occurrence of the negative and impersonal attributes of large enterprises.

(d) Institutional Objectives

Beyond a certain size, the administrative structure may begin to generate its own problems and cease to deal effectively with educational matters. Professor Ivan Illich points out in *Tools for Conviviality* (New York, U.S.A., Harper and Row, Publishers, Inc., 1973) that every social agency arises to provide a service to certain clients, but that sooner or later the agency changes to become a self-fulfilling, self-sustaining and self-protective entity which has lost sight of its original purpose. While we trust that this has not yet happened in the college system, we should nonetheless be alert to the possibility. The phenomenon may or may not be size-related but there is a distinct possibility that the larger college may more quickly tend toward this second phase of its existence where the purposes of the institution become more important than the aims of the students.

(e) Rigidity Toward Students

In a small college, the president and his administrators are not far removed or isolated from the students. Between the students and the president there may be only three levels of staff, that is, only two administrative levels between the teachers and the president. Ideally, under such a system, everyone is able to remain close to the students, a certain informality prevails and the concerns, problems and aspirations of the students, are constantly kept in mind.

The positive benefits of operating in such a milieu cannot be ignored and good administrators attempt to retain this atmosphere as the college grows. However, as the administrative levels increase, and the non-academic administrators increase in strength and number, the needs of the students may well be overlooked by senior decision-makers, both academic and non-academic, who are no longer in day-to-day contact with them. The student may attend the college for three years without ever encountering anyone who has both the interest and the power to accommodate the rules to fit the student rather than forcing the student to conform to rigid institutional regulations. Of course, rigidity can occur in small colleges too, but if the student can approach someone at a high level with a problem, the chances of solving the problem are greatly increased.

(f) Isolation of the Board

The board of governors bears the ultimate responsibility for the proper conduct of the affairs of the college. As the college grows it becomes increasingly difficult for the board to have an adequate detailed knowledge of the operations and activities of the institution. Committees can be established to assist in this matter. But then each board member becomes aware of the details only in his own committee. This relative isolation makes it extremely hard for the members of the board to carry out the monitoring and evaluation functions which constitute a large part of the board's responsibility.

(g) The Board as Absentee Landlord

An important function of a college board of governors is to see that community needs for college education are met as far as possible within financial constraints. When there is a satellite campus in a community remote from the large main campus, the danger of a board becoming isolated may become even greater with respect to the remote campus. If the major decisions are made elsewhere, there is the distinct possibility that people in the remote community will view the college as an absentee landlord without real understanding of local needs. This may eventually result in the development of pressure to separate the isolated campus from the main campus as a new college with a local board of governors.

(h) The Community

The size of the local community may well be a strong determinant in considering the desirability of limiting the size of a college. A large institution situated in a small or medium-size community may overtax the housing capacity if too many students come from out of town. The result is increased pressure on rental rates which then affects all housing cost which, of course, is socially and politically undesirable.

The presence of too many out-of-town students in a small town may have an unsettling effect on the permanent residents of the community for a variety of reasons related to social behaviour. Even though individual behaviour may be exemplary, the presence of crowds of students on the streets at certain times may be resented by the tax-paying citizens. This factor is counter-balanced by the increased spending power brought about by the presence of both staff and students of the college; nevertheless there may be a maximum size beyond which the negative aspects outweigh the positive ones. This particular point is relevant to individual satellite campuses as well as to the main campus of a large college.

Departmental Optimization

Just as lowered effectiveness may arise in a large college, so similar difficulties may appear in an individual department of a college. For example, the business courses division frequently becomes quite large and the chairman of such a division should ask himself and his faculty, "How large should we be for greatest effectiveness?". When this question has been asked in some universities, the departments themselves have seen the wisdom of limiting their own growth in order to provide the best possible education for their students.

Criteria for the Splitting of an Existing College

As we have seen, it is difficult to state a precise figure beyond which no college should be allowed to grow. Since there is no financial advantage in having a college grow beyond 4,300 full-time equivalent students, the chief criteria must be related to the effective delivery of educational services to the students of the college.

When a large college begins to experience difficulty in providing these services it may be due more to its administrative style than to its size, but a point may be reached where the best possible administrative procedures are no longer able to prevent undesirable features from arising. Poor communication, lack of personal involvement, impersonal relationships, pursuit of institutional aims as opposed to the real needs of students, administrative rigidity, and domination of the board of governors, are some of the undesirable factors that may appear.

The Carnegie Commission on Higher Education recommends an upper limit of 5,000 daytime students and this same figure has been suggested by some Ontario college presidents. In the typical college of applied arts and technology, this full-time enrolment would be equivalent to a total enrolment of 6,000 FTEs when all students are included.

We would suggest that when an individual college reaches this point in its growth, it should be examined to see whether or not any of the adverse effects mentioned above are manifest. If too many negative factors are present, and if they seem likely to continue, consideration should be given to splitting off one or more components of the college, keeping in mind the criteria for establishment of a new college as outlined earlier in this report.

**Table 1,
Basic Data**

Table 1						
Basic Data (1973-74)						
College	Population of area	FTE enrolment (1973-74)	Full-time post-secondary enrolment (nursing included) (1973-74)	Total full-time enrolment	Operating cost/FTE (1973-74)	
Algonquin	641,882	9,026.40	6,275	7,971	\$2,300	
Cambrian	187,536	2,261.10	1,215	1,719	2,395	
Canadore	69,335	1,256.02	826	1,019	2,846	
Centennial	453,606	4,323.02	2,555	3,601	2,507	
Conestoga	491,135	3,688.97	2,047	3,287	2,503	
Confederation	187,884	1,985.03	1,158	2,073	2,998	
Durham	242,753	1,427.69	798	1,004	2,285	
Fanshawe	473,377	5,948.20	4,205	5,241	2,214	
George Brown	676,363	9,162.78	2,833	6,272	2,251	
Georgian	363,845	2,264.06	1,297	1,851	2,618	
Humber	424,191	6,954.24	4,659	5,941	2,235	
Lambton	108,552	1,076.22	661	914	2,500	
Loyalist	173,066	1,702.44	1,089	1,630	2,869	
Mohawk	527,893	5,679.52	3,823	5,158	2,289	
Niagara	348,153	2,743.75	2,137	2,662	2,676	
Northern	122,592	1,330.97	745	1,135	3,245	
St. Clair	405,085	4,822.37	2,734	3,828	2,274	
St. Lawrence	267,437	3,801.35	2,568	3,371	2,300	
Sault	107,722	1,448.06	948	1,315	2,868	
Seneca	710,175	6,228.89	4,166	4,980	2,217	
Sheridan	504,946	4,305.02	3,401	3,657	2,182	
Sir Sandford Fleming	151,131	2,207.96	1,738	2,089	2,405	
TOTAL	7,638,659	83,644.06	51,878	70,718	WEIGHTED AVERAGE	2,373

Source: MYP '74, June 30, 1974

Table 2,
Populations of
College Areas

Table 2

Populations of College Areas			
College	Municipality	Population	Population
Algonquin	Ottawa-Carleton Regional Municipality	477,384	292,983
	Lanark County	40,253	20,934
	Prescott & Russell County	44,595	9,359
	Renfrew County	79,686	9,423
		641,882	15,064
Cambrian	Sudbury Regional Municipality	161,950	95,094
	District of Sudbury	18,582	
	District of Manitoulin	7,004	
Canadore		187,536	46,409
	District of Nipissing	69,335	
Centennial	Scarborough East York	348,266	
		105,340	
		453,606	
Conestoga	Waterloo Regional Municipality	263,407	64,895
			121,441
			41,840
	Huron County	51,850	24,048
	Perth County	62,424	
Confederation	Wellington County	113,454	63,009
		491,135	
Durham	District of Thunder Bay	132,213	105,954
	District of Kenora	34,778	10,268
	District of Rainy River	20,893	8,871
		187,884	
Durham	Durham Regional Municipality	220,187	97,020
			18,327
			28,091
			24,348
			24,935
Other Townships		22,566	8,927
		242,753	

Table 2 - cont'd.

College	Municipality	Population	Large centres	Population
Fanshawe	Middlesex County	291,680	London	232,660
	Elgin County	65,159	St. Thomas	25,929
	Oxford County	78,263	Woodstock	25,019
	Haldimand-Norfolk		Simcoe	12,648
	Regional Municipality (part; est'd)	38,272		
George Brown	City of Toronto	473,377		
Georgian	City of Toronto	676,363		
	Simcoe County (part)	168,650	Barrie	28,678
			Orillia	21,698
			Collingwood	9,583
			Penetanguishene	11,079
Humber	Bruce County	48,710	Owen Sound	18,005
	Grey County	67,524	Huntsville	9,363
	Muskoka District Municipality	30,815	Orangeville	9,879
	Dufferin County	23,709		
	District of Parry Sound	24,437		
		363,845		
Lambton	Etobicoke	282,998		
	York	141,193		
		424,191		
Loyalist	Lambton County	108,552	Sarnia	54,782
	Hastings	94,853	Belleville	34,812
	Lennox & Addington	29,719	Trenton	14,386
	Prince Edward	20,194		
	Northumberland (part)	28,300		
		173,066		
Mohawk	Hamilton-Wentworth	396,734	Hamilton	303,794
	Regional Municipality		Ancaster	14,632
			Dundas	18,098
			Stoney Creek	28,360
			Brantford	61,445
Brant County	Brant County	89,193		
	Haldimand-Norfolk			
	Regional Municipality (part; est'd)	26,214		
	Niagara Regional Municipality (part)	15,752		

Port Colborne 20,522
 St. Catharines 112,299
 Welland 43,767
 Fort Erie 22,699
 Lincoln 13,633
 Niagara-on-the-Lake 12,252
 Pelham 9,719
 Thorold 14,775

Haldimand-Norfolk
 Regional Municipality (part)

18,566
348,153

Northern	District of Cochrane	82,567	Timmins Kapuskasing	41,957 12,526
	District of Timiskaming	40,025	Kirkland Lake (Haileybury)	14,041 4,886)
		<u>122,592</u>		
St. Clair	Essex County	306,465	Windsor Leamington	199,250 10,576
	Kent County	98,620 <u>405,085</u>	Chatham Wallaceburg	34,669 10,292
St. Lawrence	Frontenac County	100,191	Kingston	59,289
	Leeds & Grenville	73,460	Brockville	19,674
	Stormont, Dundas, Glengarry	93,786 <u>267,437</u>	Cornwall	44,672
Sault	District of Algoma	107,722	Sault Ste. Marie	77,501
Seneca	North York (Metro Toronto)	527,564		
	York Regional Municipality	182,611	Aurora Markham Newmarket Richmond Hill Vaughan Whitchurch-Stouffville	13,627 47,580 21,643 33,350 15,977 11,878
		<u>710,175</u>		

Table 2 - cont'd.

College	Municipality	Population	Large centres	Population
Sheridan	Halton Regional Municipality	202,271	Burlington	91,554
			Halton Hills	32,160
			Milton	15,667
			Oakville	62,890
	Peel Regional Municipality	302,675	Brampton	84,297
			Mississauga	199,678
			Caledon	18,700
		504,946		
Sir Sandford Fleming	Peterborough County (part)	87,022	Peterborough	56,349
	Haliburton County	9,298		
	Victoria County (part)	34,556	Lindsay	12,349
	Northumberland County (part)	20,483	Cobourg	10,844
		151,359		
Ontario Total		7,638,887		

ole 3, w Entrants Colleges

New Entrants to Colleges (Full-time Post-secondary Programs)

College	Grade 12 enrolment previous year (1972)	Direct entrants from secondary school (1973)	New entrants from other sources (1973)	Total new entrants (1973)	Students returning to college (1973)
Algonquin	10,270	2,189	1,573	3,762	2,513
Cambrian	3,242	541	282	823	392
Canadore	1,386	390	173	563	263
Centennial	6,377	1,120	581	1,701	854
Conestoga	6,513	971	440	1,411	636
Confederation	3,130	451	345	796	362
Durham	3,582	394	158	552	246
Fanshawe	6,734	1,930	1,093	3,023	1,182
George Brown	7,194	1,261	991	2,252	581
Georgian	5,330	554	360	914	383
Humber	5,666	1,629	999	2,628	2,031
Lambton	2,124	338	173	511	150
Loyalist	2,844	406	324	730	359
Mohawk	6,629	1,989	603	2,592	1,231
Niagara	5,272	1,222	150	1,372	765
Northern	2,297	314	134	448	297
St. Clair	5,832	1,257	545	1,802	932
St. Lawrence	4,201	1,031	480	1,511	1,057
Sault	1,854	461	245	706	242
Seneca	8,384	986	1,412	2,398	1,768
Sheridan	6,657	1,304	816	2,120	1,281
Sir Sandford Fleming	2,407	745	314	1,059	679
TOTAL	107,925	21,501	12,173	33,674	18,204
% of Grade 12 Enrolment	100%	19.9%	11.3%	31.2%	16.9%
% of Total New Entrants		65%	35%	100%	

Table 4, Market Share Analysis

Table 4

Market Share Analysis (Based on Fall 1973 Enrolment of New Entrants)

College enrolment compared to the base of grade 12 and 13 enrollees within college area

College	Grade 12 & 13 students within college area	Grades 12 & 13 students within college area attending any CAAT	Grades 12 & 13 students attending own CAAT	Percent of grades 12 & 13 students within college area attending any CAAT	Percentage of grades 12 & 13 students within college area attending own CAAT	Students attending own CAAT as percentage of those attending any CAAT
Algonquin	15,689	2,362	1,841	15%	12%	78%
Cambrian	4,733	871	584	18	12	67
Canadore	1,988	358	189	18	10	53
Centennial	9,392	1,083	582	12	6	54
Confederation	4,391	799	629	18	14	79
Conestoga	9,698	1,436	666	15	7	46
Durham	4,681	742	374	16	8	50
Fanshawe	10,247	1,671	1,131	16	11	68
George Brown	9,995	965	213	10	2	22
Georgian	7,227	1,170	452	16	6	39
Humber	7,994	976	594	12	7	61
Lambton	2,673	453	245	17	9	54
Loyalist	4,075	696	374	17	9	54
Mohawk	10,025	1,815	1,253	18	12	69
Niagara Northern	7,619	1,328	871	17	11	66
St. Clair	8,528	1,853	1,473	22	17	79
St. Lawrence	6,152	1,221	843	20	14	69
Sault	2,598	492	353	19	14	72
Seneca	12,157	1,565	737	13	6	47
Sheridan	10,369	1,497	806	14	8	54
Sir Sandford Fleming	3,876	685	408	18	11	60
TOTAL	157,473	24,716	14,828	WEIGHTED AVERAGE 16%	9%	60%

Text of Order-in-Council Establishing the Council of Regents

Regulation made under the
Department of Education Act

C-3677/65

*Copy of an Order-in-Council approved by His
Honour the Lieutenant Governor, dated the 7th day
October, A.D. 1965.*

Upon the recommendation of the Honourable the
Minister of Education, the Committee of Council
advise that the appended Regulation (O. Reg.
58/65) made by the Minister under The Department
of Education Act be approved.

Certified,

J. Young
Clerk, Executive Council.

Colleges of Applied Arts and Technology

1. In this Regulation,
 - (a) "college" means a college of applied arts and technology that offers programmes of instruction in one or more fields of vocational, technological, general and recreational education and training in day or evening courses and for full-time or part-time students;
 - (b) "Council of Regents" means the Ontario Council of Regents for Colleges of Applied Arts and Technology;
 - (c) "Municipality" means a city, town, village or township.
2. (1) The Council of Regents shall be composed of fifteen members who shall, subject to subsection 2, hold office for a period of three years.
(2) Of the original fifteen members appointed under subsection 1, five shall retire on the 31st day of December, 1966, five shall retire on the 31st day of December, 1967, and five shall retire on the 31st day of December, 1968.
(3) Any member of the Council of Regents is eligible for reappointment.
(4) Where a vacancy occurs in the membership of the Council of Regents, the vacancy shall be filled by appointment by the Minister.
(5) Nine members of the Council of Regents constitute a quorum.
(6) The Council of Regents shall elect annually from among its members a chairman and a vice-chairman.
(7) The Council of Regents shall appoint a full-time secretary.
(8) The first meeting of the Council of Regents shall be held at a time and at a place determined by the Minister and subsequent meetings shall be held at such times and places as the Council of Regents determines.
(9) The members of the Council of Regents shall be paid the actual amounts spent in travelling and living expenses while engaged in business of the Council of Regents.

3. (1) A board of governors for a college shall be composed of twelve members, seven of whom, excluding the *ex officio* member referred to in subsection 9, constitute a quorum.

(2) Where a college has been established in an area that comprises one municipality, or part of a municipality,

(a) the municipal council shall appoint four members to the board of governors, one of whom shall retire each year, the order of retirement to be determined by the municipal council; and

(b) the Council of Regents shall appoint eight members to the board of governors, two of whom shall retire each year, the order of retirement to be determined by the Council of Regents.

(3) Where a college has been established in an area that comprises two or more municipalities, or parts of municipalities, the board of governors shall be established on a formula that is provided by the Council of Regents and that is suitable to the municipal structure of the area.

(4) Any member of the board of governors is eligible for reappointment.

(5) Where a vacancy occurs in the membership of a board of governors, the vacancy shall be filled, in the case of,

(a) a member appointed by a municipal council, by the municipal council; and

(b) a member appointed by the Council of Regents, by the Council of Regents.

(6) The first members of a board of governors shall take office upon their appointment, and thereafter members of a board of governors shall be appointed at the last regular meeting in a year of,

(a) in the case of a member appointed by a municipal council, the municipal council; and

(b) in the case of a member appointed by the Council of Regents, the Council of Regents,

and shall take office on the 1st day of January in the year following their appointment.

(7) The first meeting of a board of governors shall be held at such time and at such place as the Council of Regents determines and subsequent meetings shall be held at least once a month at such times and at such places as the board of governors determines.

(8) A board of governors shall elect annually from among its members a chairman and a vice-chairman who shall be eligible for reappointment.

(9) A director of a college shall be an *ex officio* member of the board of governors.

(10) The board of governors shall appoint a secretary-treasurer.

(11) Minutes of each meeting and such other records as are required by a board of governors or by the Council of Regents shall be kept by the secretary-treasurer.

4. (1) Upon assuming office a board of governors shall make a study of the post-secondary and adult education needs of the area for which the college has been established and shall, as soon as possible after the first meeting of the board of governors, submit for approval to the Council of Regents a report containing specific recommendations concerning the proposed educational programme.

(2) The Council of Regents shall consider the recommendations contained in the report referred to in subsection 1 and,

(a) where the Council of Regents deems it necessary, may modify or otherwise alter the recommendations; and

(b) shall submit the recommendations, or the recommendations as modified or otherwise altered, to the Minister for his approval.

(3) Where the Minister approves the recommendations, or the recommendations as modified or otherwise altered, the board of governors shall employ an architect.

(4) The architect employed by the board of governors shall,

(a) prepare sketch plans of the college based upon the approved recommendations; and

(b) estimate the cost of construction of the college.

(5) The sketch plans and the estimate of costs of construction shall be submitted by the board of governors for approval to the Minister.

(6) Where the sketch plans are approved under subsection 5, the board of governors shall cause the architect to prepare final plans and specifications for construction of the college and shall submit the final plans and specifications to the Minister for his approval.

(7) Where the Minister approves the final plans and specifications referred to in subsection 6, the board of governors shall call for tenders for construction and, subject to the approval of the Minister, shall award the contract to the person who offers the lowest tender.

Subject to the approval of the Minister upon recommendation of the Council of Regents, the board of governors shall select the site, or sites, of the college.

(1) A board of governors shall appoint,

- (a) a director of the college;
- (b) a principal for each division of the college;
- (c) a registrar and a bursar and such other administrative, teaching and non-teaching personnel as are necessary,

at the salary and wage rates and according to the terms and conditions established by the Council of Regents and approved by the Minister.

(2) A board of governors shall, not later than the 1st day of September, submit annually for the approval of the Minister an estimate of its operating and capital costs for the next ensuing fiscal year.

(3) The estimate referred to in subsection 2 shall include any estimated surplus or deficit of the current year.

(4) A board of governors shall have printed annually publications of programmes of instruction, admission requirements and fees, approved by the Minister upon the recommendation of the Council of Regents.

(5) A board of governors shall appoint an auditor and, not later than the 30th day of June in each year, submit to the Minister an audited financial statement for the preceding fiscal year.

(1) A board of governors may, at any time, recommend the introduction of new educational programmes at the college to the Council of Regents.

(2) The Council of Regents shall consider the recommendation and,

- (a) where the Council of Regents deems it necessary, may modify or otherwise alter the recommendation; and
- (b) shall submit the recommendation, or the recommendation as modified or otherwise altered, to the Minister for his approval.

(3) Where the Minister approves the recommendation, or the recommendation as modified or otherwise altered, the board of governors shall include the new educational programme, or the educational programme as modified or otherwise altered, in the programmes of instruction at the college.

8. Except for programmes of instruction conducted under subsection 5 of section 14a of the Act, programmes of instruction leading to a certificate or diploma shall be approved by the Minister.

9. (1) An advisory committee for each branch of a programme of instruction offered at a college shall be composed of members appointed by the board of governors for the college.

(2) An advisory committee shall advise the board of governors and make recommendations to the board of governors regarding programmes of instruction and the introduction of new programmes of instruction.

10. (1) Subject to the conditions outlined in the publications of the board of governors, referred to in subsection 4 of section 6, any person who is the holder,

- (a) of an Ontario Secondary School graduation diploma obtained at the end of Grade 12 from any Branch or Programme; or
- (b) of the Ontario Secondary School honour graduation diploma obtained upon completion of Grade 13,

shall be admitted to an appropriate programme of instruction upon payment of the fee required.

(2) Subject to the conditions outlined in the publications of the board of governors referred to in subsection 4 of section 6, any person who has attained the age of nineteen years on or before the date of commencement of the programme of instruction in which he plans to enrol shall be admitted to an appropriate programme of instruction, upon payment of the fee required.

11. A board of governors may approve allowances for travelling on college business by members of the board of governors, the advisory committees, and members of the administrative, teaching and non-teaching personnel of the college, and provision therefore shall be made in the annual budget.

Past Members of The Ontario Council of Reg

12. Except for programmes of instruction conducted under subsection 5 of section 14a of the Act, the Minister shall establish certificates and diplomas of standing and shall award such certificates and diplomas upon the recommendation of the board of governors and the Council of Regents and, where no certificates or diplomas are established for programmes of instruction, the board of governors may issue certificates of standing.

Minister of Education

Dated at Toronto,
this 7th day of
October, 1965.

Charter Members (January, 1966)

Dr. H. H. Kerr, Toronto, Chairman
Dr. O. E. Ault, Ottawa
Mr. J. E. J. Fahlgren, Red Lake
Mr. R. A. Hay, Toronto
Mr. W. Ladyman, Toronto
Dr. M. E. Lucyk, Toronto
Miss M. Macauley, Toronto
Dr. Gerald Maher, Don Mills
Dr. J. B. McClinton, Timmins
Mr. W. F. McMullen, Peterborough
Mr. J. F. O'Neill, Sault Ste. Marie
Professor D. McC. Smyth, Toronto
Dr. R. J. Uffen, Ottawa
Mr. R. L. Whittington, Chatham

Other Past Members

Mr. D. Brousseau, Kapuskasing, (January, 1966)
Mr. D. O. Davis, Ancaster, (April, 1967)
Mrs. C. Armstrong, Streetsville, (February, 1967)
Rev. Dr. R. Stackhouse, Toronto, (February, 1967)
Mr. W. A. K. Jenkins, London, (April, 1970)
Mr. F. K. Richan, Toronto, (April, 1970)
Dr. D. T. Wright, Toronto, (October, 1970)
Mr. F. L. Corcoran, Ottawa, (February, 1973)
Mr. B. Parent, Ottawa, (February, 1973)
Dr. R. Gerstein, Toronto, (March, 1973)

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The Ontario
Council of
Regents
for
Colleges of
Applied Arts
and Technology

1976-77

Second
Annual
Report



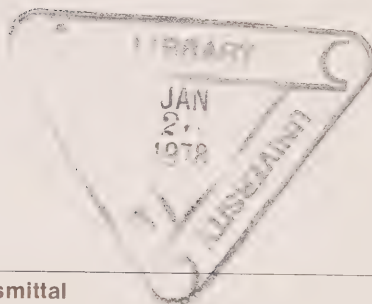
**The Ontario Council of Regents
For Colleges of Applied Arts and Technology**

SECOND ANNUAL REPORT
APRIL 1, 1976 TO MARCH 31, 1977

April, 1977

ISSN 0384—3459

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Letter of Transmittal

March 31, 1977

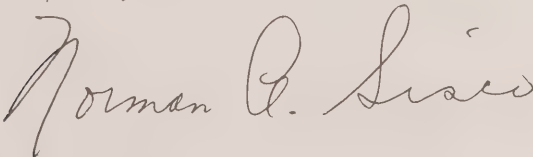
*The Honourable Harry C. Parrott, D.D.S.,
Minister of Colleges and Universities,
6th Floor, Mowat Block,
Queen's Park,
Toronto, Ontario.*

Dear Dr. Parrott:

*On behalf of the Ontario Council of Regents for
Colleges of Applied Arts and Technology, I have
the honour to present the Second Annual Report
describing the activities of the Council during the
past year.*

*In this period, the Council has pursued a policy of
having more meetings at the colleges in order to
have first-hand experience in viewing facilities and
entering into discussions with governors, staff and
students. In addition, the Council has set itself the
goal of visiting every college to discuss its multi-
year plan during the 1976-77 academic year.
As a result of these meetings, we feel the Council
is closer than ever to the concerns, issues and
realities of the colleges than ever before, and we
hope to continue this practice in future.*

Respectfully submitted,

A handwritten signature in cursive script, reading "Norman A. Sisco". The signature is fluid and elegant, with the first name "Norman" being the most prominent part.

*Norman A. Sisco
Chairman*

Members of the Council of Regents 1976

Mr. N. A. Sisco,
Markham, *Chairman*

Mr. J. D. MacFarlane,
Mississauga, *Vice Chairman*

Mrs. H. E. Black,
Sault Ste. Marie

Mr. J. A. Cousineau,
Timmins

Mrs. H. S. Finley,
Kingston

Dr. W. H. Gerhart,
Parry Sound

Dr. C. M. Johnston,
Thunder Bay

Mr. L. M. Johnston,
Belleville

Mrs. C. Lavigne,
Cornwall

Miss J. C. Macdonald,
Toronto

Mr. D. D. McGeachy,
London

Mr. H. Nokes,
Peterborough

Mr. D. N. Omand,
Mississauga

Mrs. E. Tomasik,
Agincourt

Mr. J. A. Turner,
Mississauga

Mr. G. R. Wooll,
Niagara-on-the-Lake

Mr. J. W. Hazelton,
Executive Secretary

Members of the Council of Regents 1977

Mr. N. A. Sisco,
Markham, *Chairman*

Mr. J. D. MacFarlane,
Mississauga, *Vice Chairman*

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Peterborough

Mr. D. N. Omand,
Mississauga

Mr. J. A. Turner,
Mississauga

Mr. G. R. Wooll,
Niagara-on-the-Lake

Miss Anjo Zonneveld,
Cambridge

Mr. J. W. Hazelton,
Executive Secretary

Members of Standing Committees 1976

Executive Committee

Mr. N. A. Sisco, *Chairman*
Mr. J. D. MacFarlane, *Vice Chairman*
Mrs. C. Macdonald
Mr. E. Tomasik
Mr. G. R. Wooll
Mr. W. Hazelton, *Secretary*

Administrative and Student Affairs Committee

Miss J. C. Macdonald, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Mr. J. A. Cousineau
Mr. H. S. Finley
Mr. C. M. Johnston
Mr. L. W. Anderson, *Secretary*

Program Committee (Business, Applied Arts, Social and Health Services)

Mr. E. Tomasik, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Mrs. H. E. Black
Mr. C. M. Johnston
Mr. G. DeMetra, *Secretary*

Program Committee (Technical)

Mr. G. R. Wooll, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Mrs. C. Lavigne
Mr. D. D. McGeachy
Mr. H. D. Judd, *Secretary*

Staff Affairs Committee

Mr. J. D. MacFarlane, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Mr. W. H. Gerhart
Mr. H. Nokes
Mr. J. A. Turner
Mr. J. M. Lynch, *Secretary*

Members of Standing Committees 1977

Executive Committee

Mr. N. A. Sisco, *Chairman*
Mr. J. D. MacFarlane, *Vice Chairman*
Mrs. H. E. Black
Miss J. C. Macdonald
Mr. G. R. Wooll
Mr. J. W. Hazelton, *Secretary*

Administrative Affairs Committee

Miss J. C. Macdonald, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Mr. J. A. Cousineau
Dr. C. M. Johnston
Mr. L. W. Anderson, *Secretary*

Program Committee (Business, Applied Arts, Social and Health Services)

Mrs. H. E. Black, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Mrs. H. S. Finley
Mr. L. M. Johnston
Mr. G. DeMetra, *Secretary*

Program Committee (Technical)

Mr. G. R. Wooll, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Mrs. C. Lavigne
Mr. D. D. McGeachy
Mr. H. D. Judd, *Secretary*

Staff Affairs Committee

Mr. J. D. MacFarlane, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Dr. W. H. Gerhart
Mr. H. Nokes
Mr. J. A. Turner
Mr. J. M. Lynch, *Secretary*

Members of Special Committees, 1976-77

College Financing Committee

Mr. L. M. Johnston, *Chairman*
Mr. G. R. Woolf
Mr. F. Quaife, St. Lawrence College
Dr. A. Tombalakian, Cambrian College
Mr. J. Porter, Sheridan College
Dr. G. E. Willey, Durham College
Mr. J. Humber, Ministry of Colleges and Universities
Mr. E. L. Kerridge, Ministry of Colleges and Universities

Ms. J. Batter, Ministry of Colleges and Universities
(Resource)

Mr. L. W. Anderson, *Secretary*

Pension Consultative Committee

Mr. H. Nokes, *Chairman*
Mr. L. M. Johnston
Mr. J. Brodie, Humber College
Ms. B. Doherty, Confederation College
Mr. B. McCall, St. Lawrence College
Mr. W. McLeod, Cambrian College
Mr. R. Rachar, Fanshawe College
Mr. D. Simmons, Mohawk College
Mr. H. Gilchrist, Ministry of Colleges and Universities
Mr. D. Barron, Ontario Municipal Employees' Retirement Board

Long Range Policy Planning Committee

Mr. J. A. Turner, *Chairman*
Mr. N. A. Sisco, (*ex officio*)
Dr. C. M. Johnston
Mrs. C. Lavigne

Mr. J. W. Hazelton, *Secretary*

Meetings of the Council

During the year from April 1, 1976 to March 1, 1977, the Council of Regents held 10 regular meetings, one Executive Committee meeting, one conference with college governors, and two seminars with college student representatives. Eight of the regular meetings were held in conjunction with various colleges and two were held in the Macdonald Block, Queen's Park. The in-college meetings included a tour of facilities, and discussions with staff, students and governors, during which a number of issues were raised and dealt with at subsequent meetings of the Council.

At all regular meetings of the Council, except the policy meeting in June, representatives of the Committee of Presidents and the Association of Colleges of Applied Arts and Technology were present and their contributions to the deliberations of the Council are deeply appreciated.

Meeting Number

- 86 April 21, 22, 23, 1976 at Fanshawe College and the Holiday Inn, London
 - 87 May 13, 14, 1976 at the Macdonald Block, Queen's Park, Toronto
 - 88 June 16, 17, 18, 1976 at the Prince Hotel, Toronto
 - 89 September 16, 17, 1976 at the Macdonald Block, Queen's Park, Toronto
 - 90 October 20, 21, 22, 1976 at Mohawk College and the Royal Connaught Hotel, Hamilton
 - 91 November 17, 18, 19, 1976 at Loyalist College and the Four Seasons Hotel, Belleville
 - 92 December 15, 16, 17, 1976 at Centennial College and the Travelodge Hotel, Toronto
 - 93 January 19, 20, 21, 1977 at Conestoga College and the Valhalla Inn, Kitchener
 - 94 February 16, 17, 18, 1977 at the Harbour Castle Hotel, Toronto
 - 95 March 16, 17, 18, 1977 at Durham College and the Holiday Inn, Oshawa
- Executive Committee Meeting—August 20, 1977 at the Mowat Block, Queen's Park, Toronto

Student Seminars

October 29, 1976 at the Macdonald Block, Queen's Park, Toronto
February 26, 1977 at Humber College, Toronto

Council of Regents/Boards of Governors Conference

February 16, 17, 18, 1977 at the Harbour Castle Hotel, Toronto

Appointments to Boards of Governors

The Council of Regents has the responsibility for appointing the majority of the members of the college boards of governors; others are appointed by the various municipalities within the college area. To make these appointments the Council of Regents receives nominations from the boards themselves and from other sources as well. It is the function of the Council that board members represent a wide spectrum of interests in the local community, including business and industry, labour, educational agencies, the professions, and the like. The Council encourages the board to nominate recent graduates of the college and has also publicly expressed its intention to appoint an increasing number of women to the boards. During the year, the Council has appointed or reappointed 57 governors, of whom 21 are women. A complete list of governors of the Colleges of Applied Arts and Technology, as of March 31, 1977, is given here:

Algonquin College

Council Appointees—Mr. J. J. Charron, Ottawa; Dr. J. Chisholm, Ottawa; Dr. J. O. Foohey, Pembroke; Mrs. H. Labelle, Ottawa; Mrs. G. M. White, Ottawa; Mrs. G. Wiltshire, Ottawa; Mr. Norman Sherman, Ottawa. *Municipal Appointees*—Mr. Pierre Benoit, Ottawa; Mr. Gaston Cadieux, Keswick; Mr. John Cochran, Almonte; Mrs. C. Cotton, Ottawa.

Cambrian College

Council Appointees—Mr. R. E. Barbeau, Sudbury; Mr. J. C. Bischoff, Sudbury; Mr. R. M. Brown, Upper Cliff; Mr. G. H. Gilchrist, Sudbury; Dr. B. G. H. H. Taylor, Falconbridge; Dr. A. S. Tombalakian, Sudbury. *Municipal Appointees*—Mr. D. R. Diebel, Sarnia; Mr. M. G. Lamoureux, Sudbury; Mrs. Gertrude Falzetta, Sudbury; Mr. Ronald Wood, Minnowburg.

Canadore College

Council Appointees—Dr. W. F. Armstrong, North Bay; Mr. D. Euler, North Bay; Mr. A. H. Lafrance, North Bay; Mr. C. Lucenti, North Bay; Mr. R. J. Smith, North Bay; Dr. J. T. Stewart, North Bay; Mr. J. Trussler, North Bay. *Municipal Appointees*—Mr. A. L. Braund, North Bay; Mr. R. F. Donnelly, North Bay; Mr. Albert Hurdman, Mattawa; Mr. B. Vannier, Sturgeon Falls.

Centennial College

Council Appointees—Mrs. J. Campbell, Scarborough; Mrs. M. A. Clarke, Agincourt; Mr. R. Demchyshyn, Keswick; Mrs. E. Head, Scarborough; Mr. D. A. Morrison, Toronto; Mr. E. Myatt, Scarborough; Mrs. Betsy Tomasik, Agincourt. *Municipal Appointees*—Mr. J. A. McConaghy, Toronto; Mr. J. E. Prudham, Scarborough; Mayor A. A. S. Redway, East York; Mr. R. S. Taylor, Scarborough.

Conestoga College

Council Appointees—Miss Viola Aboud, Guelph; Mr. D. N. Aitchison, Kitchener; Mr. Robert L. Allen, Guelph; Mr. J. R. Ashton, Cambridge; Mrs. Jane Brewer, Cambridge; Mr. F. Grespan, Kitchener; Mrs. Roxie Tully, Stratford; Mr. B. Williscraft, Clinton. *Municipal Appointees*—Dr. K. R. Fisk, Harri- ston; Mr. W. C. Gerth, Milverton; Mrs. D. Litchy, Wellesley; Mr. J. A. Mair, Brussels.

Confederation College

Council Appointees—Mr. W. E. Bryan, Thunder Bay; Mr. W. E. Cousineau, Thunder Bay; Mrs. Doris Gustafson, Fort Frances; Mr. A. G. Jones, Geraldton; Mr. R. M. McMuldorch, Thunder Bay; Mrs. A. A. Powell, Thunder Bay; Mr. R. R. Steele, Thunder Bay. *Municipal Appointees*—Mr. J. N. Davidson, Kenora; Mr. R. K. B. Dunlop, Dryden; Mr. J. Mas- ters, Thunder Bay; Mr. R. B. McCormack, Thunder Bay.

Durham College

Council Appointees—Mrs. R. D. W. Guselle, Osh- awa; Mr. J. C. Larmond, Oshawa; Mrs. R. Milne, Oshawa; Mr. Brian Perry, Oshawa; Mr. C. G. Pilkey, Don Mills; Dr. K. W. Slemon, Bowmanville; Mr. A. A. H. Strike, Bowmanville; Mr. B. R. Waters, Oshawa. *Municipal Appointees*—Mr. H. C. Crowell, Port Perry; Alderman John D. McLaughlin, Oshawa; Mr. Ewart F. Marston, Port Hope; Mr. S. B. Rutherford, North Orono.

Fanshawe College

Council Appointees—Mr. F. G. Berlet, Tillsonburg; Mr. B. Calder, Woodstock; Mrs. S. Fradgley, London; Mrs. Greta Grant, London; Mr. Robert Hughes, Strathroy; Mr. J. A. Stewart, Ailsa Craig; Dr. O. H. Warwick, London; Mr. R. J. Murray, London.

Municipal Appointees—Mr. L. Connor, St. Thomas; Mr. D. K. Eckel, Woodstock; Mr. Keith M. Jones, Simcoe; Mr. T. K. Siess, London.

George Brown College

Council Appointees—Dr. P. P. Biringier, Toronto; Mr. R. B. Bradley, Willowdale; Miss G. M. Fatt, Toronto; Mr. J. H. Kearns, Toronto; Mr. G. L. Moltenhauer, Toronto; Dr. E. H. Pakes, Toronto; Mrs. D. de Pedery-Hunt, Toronto; Mr. E. E. Seymour, Don Mills. *Municipal Appointees*—Alderman Horace Brown, Toronto; Mr. R. Robt. Beardsley, Toronto; Alderman J. J. Piccininni, Toronto; Mr. George Dragone, Toronto.

Georgian College

Council Appointees—Dr. J. T. Anders, Barrie; Mr. W. K. Caldwell, Barrie; Mr. W. H. Green, Parry Sound; Mr. R. Hartog, Midland; Mr. J. N. Spencer, Orillia; Mrs. B. Thompson, Bracebridge; Mr. R. A. Yates, Owen Sound. *Municipal Appointees*—Mr. Arthur Field, Durham; Mrs. Bernice Limpert, Warton; Mr. Lloyd Thomson, Orangeville; Mr. W. J. Wales, Everett.

Humber College

Council Appointees—Mr. J. N. Beatty, Rexdale; Mr. J. D. Corcoran, Caledon East; Mrs. I. Glover, Toronto; Mr. A. Gould, Toronto; Mrs. O. Hull, Islington; Mr. F. T. Seymour, Toronto; Mrs. Audrey Thomas, Weston; Mr. S. S. Vozoris, Toronto. *Municipal Appointees*—Mr. Brian J. Flynn, Weston; Mrs. F. Gell, Toronto; Dr. N. Gunn, Weston; Mrs. Millicent E. Porter, Etobicoke.

Lambton College

Council Appointees—Mrs. Audrey P. Beattie, Watford; Mr. W. A. Bradshaw, Petrolia; Mr. W. Gardner, Sarnia; Mrs. C. L. Harris, Sarnia; Mr. S. J. Rogers, Watford; Mrs. E. M. Rugar, Sarnia; Mr. P. D. Scott, Sarnia; Mr. W. Russell Stevenson, Sarnia. *Municipal Appointees*—Dr. J. T. Biehn, Sarnia; Mr. Clayton Hasson, Dresden; Mr. J. A. MacDonald, Thedford; Alderman N. L. Shipley, Sarnia.

Loyalist College

Council Appointees—Mr. F. H. Bellstedt, Cornwall; Mr. D. M. Campbell, Trenton; Dr. B. Cronk, Belleville; Mrs. M. Fraser, Tweed; Mr. G. A. Ketcher, Madoc; Mr. J. Earl Morrison, Napanee; Mr. I. F. Belleville; Mr. G. D. Walmsley, Picton.

Municipal Appointees—Mr. A. Anderson, Blofield; Mr. Gary Jenkins, Bancroft; Mrs. R. Warren, Napanee; Mr. Ralph W. Weaver, Trenton.

Mohawk College

Council Appointees—Mrs. M. Allwood, Hamilton; Dr. A. N. Bourns, Hamilton; Mr. L. A. S. Crews, Brantford; Mr. H. Embree, Hamilton; Mr. S. Fle Hamilton; Dr. J. D. Galloway, Hamilton; Mr. J. Ilespie, Grimsby; Mr. D. J. Mitchell, Burlington. *Municipal Appointees*—His Worship Mayor C. Bowen, Brantford; Mr. William Foley, Hamilton; Earl W. Scarrow, Brantford; Her Worship Mayor Sloat, Ancaster.

Niagara College

Council Appointees—Mr. W. H. Burton, Fonthill; Mrs. M. Ruth Ferguson, Welland; Mr. A. Irons, Niagara Falls; Mr. J. B. McLaughlin, Thorold; Mr. B. Picken, Niagara-on-the-Lake; Dr. L. W. C. Sargeon, Welland; Mr. D. R. Wilson, Fonthill. *Municipal Appointees*—Mr. G. H. Hamilton, Niagara Falls; Mrs. H. H. Lancaster, St. Catharines; Mr. Stranges, Welland; Mr. R. A. Wilson, Port Colborne.

Northern College

Council Appointees—Mr. A. S. Aidelbaum, Kirkland Lake; Mrs. N. N. Calbick, Timmins; Mr. R. D. Campbell, Timmins; Mr. P. Ferren, Timmins; Mr. D. I. Giles, Elk Lake; Mrs. J. Guertin, Kapuskasing; Mr. R. Levesque, Timmins; Dr. K. C. H. Middlemiss, Kirkland Lake; Mr. H. A. Moore, Cobalt; Mr. K. Redden, Englehart; Mr. M. W. M. Stevens, Timmins.

St. Clair College

Council Appointees—Mr. L. Batterson, Tecumseh; Mr. W. Case, Chatham; Mrs. R. R. Easton, Windsor; Mr. Richard C. Gates, Windsor; Mrs. Patricia Arneau, Windsor; Dr. M. L. Petras, Windsor; Mr. Saurini, Windsor; Dr. H. C. White, Chatham. *Municipal Appointees*—Mr. Fred Cada, Windsor; Mr. J. Sullivan, Wallaceburg; Mr. Joseph Tom-Windsor; Mr. T. S. Toth, Windsor.

St. Lawrence College

Council Appointees—Mr. D. Adams, Brockville; Mr. E. Henderson, Q. C., Brockville; Mr. W. A. Kingston; Mr. Arden J. Lee, Sharbot Lake; Mr. Laife, Kingston; Mrs. B. Quart, Maxville; Mr. B. Fields, Cornwall; Ms. Joan Wills, Brockville. *Municipal Appointees*—Mr. R. Leger, Cornwall; The Father R. Villeneuve, Cornwall; Mr. T. Wells, and; Mr. J. F. Whiting, Kingston.

Sault College

Council Appointees—Mr. D. E. Bowman, Sault Ste. Marie; Mrs. M. Dobie, Sault Ste. Marie; Dr. R. A. Le, Sault Ste. Marie; Mr. L. A. Guerriero, Sault Ste. Marie; Mr. A. C. Harry, Q.C., Sault Ste. Marie; P. Krmpotich, Sault Ste. Marie; Mr. D. W. Mur-Sault Ste. Marie; Mr. R. J. Wismer, Sault Ste. Marie. *Municipal Appointees*—Alderman Dr. T. Lus, Sault Ste. Marie; Mrs. Isabel Lawson, Wawa; A. H. Rose, Sault Ste. Marie; Dr. R. A. Washington, Elliot Lake.

Seneca College

Council Appointees—Dr. J. (Mrs.) Bain, Willowdale; J. Brechin, Don Mills; Mr. T. Broadhurst, Richmond Hill; Mr. J. R. A. MacKenzie, Scarborough; L. A. Rice, Brampton; Mrs. J. Sabiston, Don Mills; Mr. P. Suddick, Willowdale; Dr. E. W. Wight, Incourt. *Municipal Appointees*—Her Worship Mayor M. Britnell, King City; Mr. D. Plaxton, Richmond Hill; Alderman R. O. Roche, Toronto; Alderman Mike Smith, Willowdale.

Sheridan College

Council Appointees—Mr. H. J. A. Brown, Mississauga; Mr. G. B. P. Farrow, Toronto; Mr. Wm. L. Hawkins, Oakville; Mrs. J. E. Johnston, Georgetown; Mrs. C. A. Kee, Mississauga; Mr. R. C. McLeod, Burlington; Mrs. A. F. Ryckman, Burlington; Mr. R. K. Webb, Brampton. *Municipal Appointees*—Mr. W. M. Cooke, Brampton; Mr. G. Goebelle, Halton Hills; Mrs. C. J. Killaby, Mississauga.

Sir Sandford Fleming College

Council Appointees—Mr. J. M. Bell, Peterborough; Mrs. M. F. Clarkson, Peterborough; Mr. W. T. L. Coburn, Minden; Mrs. Lenah Fisher, Cobourg; Mr. W. C. Grant, Peterborough; Mr. J. Douglas Hodgson, Haliburton; Mr. R. H. James, Peterborough; Mrs. N. M. Matheson, Lindsay; Prof. T. E. W. Nind, Peterborough; Mr. W. J. Shields, Cobocok. *Municipal Appointees*—Mr. J. A. Richardson, Peterborough; Mr. H. Simpson, Lindsay.

Program Approvals

During the year, the following educational program approvals were given to the colleges concerned. Program approval does not imply any financial or other commitment on the part of the Ministry, but merely allows the college to mount the program if operating and capital funds are available and if the proper physical facilities are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals which are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is concerned that every program have good employment possibilities for its graduates, and for that reason a number of programs have enrolment limitations placed upon them. The Council has also approved the cancellation of a number of programs.

In making decisions on program approvals, the Council of Regents is aided by the many provincial consultative committees listed in the appendix. The assistance of these groups is sincerely appreciated.

Algonquin College

Secretarial Certificate with Dicta-typist, Executive, Legal, Medical, and General options (2 semesters, Woodroffe Campus)

—approved 23/4/76

Health Records Administration (4 semesters, Woodroffe Campus)

—approved 14/5/76

Dental Assistant (in French, Woodroffe Campus)

—approved 22/10/76

Pharmacy Assistant (2 semesters, Woodroffe Campus)

—approved 17/12/76

Registered Nurse—Occupational Health Nursing (short program, Byron Campus)

—approved 17/12/76

Canadore College

Ambulance and Emergency Care (part-time)

—approved 14/5/76

Diploma Nursing (extension to 84 weeks)

—approved 21/1/77

Drafting Technician (4 semesters)

—approved 18/3/77

Centennial College

Registered Nurse—Enrichment Program (part-time)
—approved 17/12/76

Fashion Services (reduce to 4 semesters, Woodroffe Campus)

—approved 22/1/77

Book Editing and Design (change to 4 semesters plus optional 2 semesters)

—approved 19/1/77

Conestoga College

Basic Industrial Engineering Techniques (2½ semesters)

—approved 22/1/77

Food and Beverage Management (4 semesters, Doon Campus)

—approved 17/12/76

Woodworking: Design and Manufacture (4 semesters, Doon Campus)

—approved 22/1/77

Business Administration (6 semesters, Doon Campus)

—approved 17/12/76

Graphics Technician (4 semesters, Doon Campus)

—approved 17/12/76

Secretarial Certificate—Optometric

—approved 17/12/76

Health Care Aide (short program, Guelph, Kitchener)

—approved 21/1/77

Confederation College

Ambulance and Emergency Care (part-time)

—approved 17/12/76

Durham College

Registered Nurse (refresher, part-time)

—approved 22/1/77

Fanshawe College

- Physical Fitness Instructor* (4 semesters, Oxford Campus)
—approved 19/11/76
- Typist options to Legal, Medical, and Executive Secretarial Programs* (4 semesters, Main Campus)
—approved 17/12/76

George Brown College

- Theatre Arts* (4 + 2 semesters, Casa Loma Campus)
—approved 14/5/76
- Medical Hygiene—Expanded Duties* (20 weeks, Casa Loma Campus)
—approved 17/9/76
- Business Diploma—Insurance* (4 semesters, St. James Campus)
—approved 17/12/76
- Business Management* (4 semesters, Kensington Campus)
—approved 21/1/77

Georgian College

- Performing Arts* (second year, Owen Sound Campus)
—approved 14/5/76
- Ambulance and Emergency Care* (part-time, Orillia Campus)
—approved 14/5/76
- Dental Hygiene* (4 semesters, Barrie Campus)
—approved 17/6/76

Humber College

- Business Management* (part-time, in conjunction with York and Confederation Colleges)
—approved 18/3/77

Lambton College

- Industrial Instrumentation Technology* (part-time)
—approved 18/3/77

Loyalist College

- Electrical Engineering Technician* (change to 52 weeks, Main Campus)
—approved 17/9/76
- Electronics Engineering Technician* (change to 52 weeks, Main Campus)
—approved 17/9/76
- Health Care Aide* (short program)
—approved 17/9/76

Mohawk College

- Ambulance and Emergency Care* (part-time, Fennell Campus)
—approved 19/11/76
- Energy Systems Engineering Technology* (6 semesters, co-op, Fennell Campus)
—approved 17/12/77
- Applied Music* (6 semesters, Fennell Campus)
—approved 18/3/77

Niagara College

- Infant Care* (2 semesters, post-diploma, part-time, Welland Campus)
—approved 17/9/76
- Health Care Aide* (short program)
—approved 17/9/76

Northern College

- Wood Products option in Business Administration* (2 semesters, Kirkland Lake Campus)
—approved 17/6/76

St. Clair College

- Registered Nurse—Cardiovascular Nursing Care* (part-time, Windsor Campus)
—approved 21/1/77
- Civil Engineering Technology* (6 semesters, Windsor Campus)
—approved 18/3/77

St. Lawrence College

- Electrical—Telecommunication Switching Techniques* (5 semesters, Brockville Campus)
—approved 23/4/76
- Ambulance and Emergency Care* (part-time, Kingston and Cornwall Campuses)
—approved 14/5/76
- Chemical Engineering Technology* (change to 2 years, 6 semesters, Kingston Campus)
—approved 17/9/76
- Laboratory Science Technology* (change to 2 years, 6 semesters, Kingston Campus)
—approved 17/9/76
- Theatre Arts* (change from 3 years to 2 years (20 months), Kingston Campus)
—approved 17/9/76
- Health Care Aide* (short program, Cornwall Campus)
—approved 17/9/76

Staff Affairs

Sault College

Health Care Aide (short program)

—approved 17/9/76

Seneca College

Secretarial Certificate with Dicta-typist option and with Executive, Legal and Medical options, (2 semesters, Finch Campus)

—approved 14/5/76

Biological (Chemical) Technician, with Pollution option (4 semesters, Finch Campus)

—approved 17/12/76

Electronic Technology—Nuclear Power and Control option (6 semesters, Finch Campus)

—approved 17/12/76

Mechanical Technology—Nuclear option (6 semesters, Finch Campus)

—approved 17/12/76

Chemical Technology—Nuclear option (6 semesters, Finch Campus)

—approved 17/12/76

Audio-Visual Techniques—Marketing option (4 semesters, Finch Campus)

—approved 21/1/77

Life Sciences Research Technology (extension to 6 semesters, Finch Campus)

—approved 18/3/77

Sheridan College

Hearing Aid Specialist (2 semesters, Brampton Campus)

—approved 14/5/76

Quality Assurance (2 semesters, Brampton Campus)

—approved 23/4/76

Art Resources Certificate (360 hours, Oakville Campus)

—approved 14/5/76

Developmental Care for the Mentally Retarded (1 semester, Main Campus)

—approved 17/12/76

Motor Carrier Administration (2 semesters, Brampton Campus)

—approved 17/12/76

Sir Sandford Fleming

Ambulance and Emergency Care (part-time, Main Campus)

—approved 17/6/76

Resources—Drilling Technician (2 years, Lindsay Campus)

—approved 19/11/76

In discharging its responsibilities for the establishment of salary and wage rates and the terms and conditions of employment for college employees and its duty to conduct negotiations with the appropriate bargaining agencies, the Council of Regents has accomplished the following major tasks in the field of staff affairs this year.

- (i) A new memorandum of agreement has been signed between the Council of Regents and the Ontario Public Service Employees' Union on behalf of academic employees, effective from September 1, 1976 to August 31, 1977 (see appendix).
- (ii) A new agreement has been signed between the Council of Regents and the Ontario Public Service Employees' Union on behalf of support staff employees, effective from October 1, 1976 to August 31, 1977 (see appendix).
- (iii) Revised salary administration regulations for administrative staff in the colleges were issued effective July 1, 1976.
- (iv) A number of significant improvements in the CAAT Pension Plan were recommended to the Minister and forwarded by him to the Management Board of Cabinet. In general, the changes are intended to bring the pension plan in line with that of the Public Service Superannuation Plan.

In addition to the above issues, the Council of Regents, through the secretary of its student and staff affairs committee, have been involved in such matters as the implementation of the agreements, changes in college employees' life insurance policies, the introduction of the guidelines for administrative staff, review of support staff classification guidelines, filing of information with the Anti-Inflation Board, and the setting up of an Expectancy Committee to deal with certain claims of academic employees.

year, a large proportion of the time and energy of the Council of Regents went into visits to each college to discuss with members of the boards of governors, their multi-year plans and other issues of concern to the colleges.

Among the issues of concern to the Council, which were discussed with most colleges, were the following:

- Educational policies and objectives
- Admission policies
- Curriculum development
- Community relations
- New educational delivery methods
- College area environment forecasts
- Professional development of staff
- Equal opportunity action
- Program enrolments
- Program development
- Integration of part-time and full-time studies
- Administrative indices and other details of the college plan were discussed in those few cases where they were cause for concern. However, the format for the meetings was changed from that of previous years in the direction of de-emphasizing the numerical details in favour of the educational concerns mentioned above. A letter was sent in advance to each board chairman outlining the items which the Council wanted to have discussed, and time was to be set aside for the college to raise any policy matters it wished. In general, this format was well appreciated, although in some cases the college board would like to have had more time to discuss issues, and it is intended to alter the format somewhat in future to accommodate this desire.
- The schedule of meetings for the academic year 1976-77 was as follows: October 13, Sheridan College; October 26, St. Lawrence College; November 1, Lambton College; November 24, Humber College; November 30, Durham College; December 7, Fanshawe College; December 8, Seneca College; January 1, Georgian College; February 2, Sir Sandford Fleming; February 8, Sault College; February 22, Cambrian College; February 23, Confederation College; March 1, Northern College; March 1, Canadore College; March 29, Conestoga College; March 30, Niagara College; April 12, St. Clair College; April 26, Centennial College; April 27, Loyola College; May 4, Mohawk College; May 10, George Brown College; May 11, Algonquin College.

The Council of Regents customarily meets twice a year with elected student representatives from all the colleges. This year, the meetings took place on October 29, 1976 and February 26, 1977.

Many of the concerns expressed by the students were not new; such matters as employability of graduates, financial aid for students and the shortage of space for both educational and recreational use, including physical education and athletics.

The issue of increased tuition fees was raised this year in response to, first, the rumour and then the fact. The need for better professional development of faculty was brought up as a means of improving the quality of education in the colleges. Cutbacks in administrative staff in the important areas of student services; admissions, student awards, health services, counselling, athletics and recreation were regretted. The confidentiality of student records was also a matter of some concern.

The most pressing case made by the student representatives at both meetings was for voting student representation on the boards of governors of the colleges. As a result of the strong feelings expressed, the Council of Regents received a student delegation from five colleges at its meeting of December 17, 1976, and subsequently, went on to consider the matter in some depth. At the time of this report, the Council had not resolved the issue, but expected to do so at its June, 1977 meeting after receiving input from the boards of governors of all the colleges.

College Financing

During the 1976-77 fiscal year, the recommendations of the Council's Committee on College Financing (published in the First Annual Report, April, 1976), were put into effect. A working committee heard individual college appeals on seven consecutive working days in April and May, 1976, and, after the resulting adjustments, colleges were funded on the basis outlined in last year's Council report.

During this year also, the Committee has met seven times to develop a long-range funding policy for the distribution of transfer payments to the colleges. The Committee has set up the following set of goals for itself and is continuing to meet regularly with resource persons in pursuit of these goals.

- (i) Identification of the objectives of an "ideal" funding mechanism for CAATs, with options for growth, stability or decline.
- (ii) Research into existing funding mechanisms already in operation, involving a system of colleges, from which comparisons and recommendations may be made.
- (iii) Developing various models which will reflect the predetermined objectives in (i) above, the existing Ministry and college policies, and the findings of exercise (ii) above.
- (iv) Testing the models.
- (v) Presenting the findings to the Council of Regents for recommendation to the Minister.

It is expected that the task will be completed by the fall of 1977 so that the new system will be in place for funding the colleges in fiscal 1978-79.

The Council of Regents has made recommendations on certain other matters with implications for college financing, such as fees for foreign students, the policy on sponsored foreign students and the policy on college reserves.

Recommendations of The Council of Regents On The Report of The Special Program Review

The Council of Regents shares the concerns expressed in the report of the Special Program Review over the future of the Ontario economy. In particular, we agree that high rates of inflation, high interest rates for capital projects, high unemployment rates, and any threat to productivity should be attacked with vigour.

The Council of Regents is especially concerned that in the operation of the Colleges of Applied Arts and Technology the utmost efficiency be attained, consonant with the provincial objectives established for the colleges. All are determined that the maximum return for the educational dollar be realized.

The Council has already taken two steps in this direction. A Committee on CAAT Financing has been meeting since last summer and has, in fact, made recommendations on the method of funding the colleges, which were approved by the Ministry of Colleges and Universities. Global operating grants to the colleges are now determined by a method of distributing funds as equitably as possible to each college, within the overall provincial allocation. This is markedly different from the former system of "open-ended" formula financing which was based on student enrolment and which therefore produced pressures for rapid expansion of the system.

The CAAT Financing Committee will continue to act as a Review Committee, and will refine the financing procedures as necessary to produce greater equitability among colleges, to direct the colleges into more productive paths, and to encourage provincially desirable enrolment patterns.

The second step the Council has taken is to set up a committee to study in depth the Report of the Special Review Committee. This committee, like the Finance Committee referred to above, comprises representatives of the Boards of Governors, the Committee of Presidents, the Ministry and the Council of Regents.

The Council, after studying the Report itself, has considered submissions of the Committee on CAAT financing and the Human Resources Committee of the Council of Regents; briefs from several Colleges of Applied Arts and Technology; material from the Ontario Economic Council Report of March 1, 1971; the earlier submission of the Council of Regents; and submissions by individual Council members.

The Council makes recommendations on the Report of the Special Program Review as follows:

S.P.R. Recommendation 7.1

The government lift its control on tuition fees and allow universities and colleges, either collectively or individually, to determine the appropriate fee levels that will permit the efficient delivery of high-quality education while at the same time maintaining publicly acceptable entrance standards.

The Council recommends that fees should not be free of government control but should continue to be established on a province-wide basis.

Note: Perhaps at some future time fees in an individual college or for individual courses could vary within provincially established limits.

S.P.R. Recommendation 7.2

The level of government support be gradually adjusted over a period of several years so as to allow an increase in the proportion of university and college costs covered by tuition fees.

The Council recommends that fees be set at a definite percentage of costs, possibly increasing gradually over a 5 to 10 year period to a maximum of 25 per cent of operating cost.

S.P.R. Recommendation 7.3

The Ontario Council on University Affairs and the Council of Regents for Colleges of Applied Arts and Technology be requested to continue to develop formulas for the distribution of provincial support that will give some recognition to enrolment changes.

The Council agrees and points out that the new operating grant mechanism for the colleges is already in place and will be under annual review by the Colleges of Applied Arts and Technology Finance Committee and its Review Panel.

S.P.R. Recommendation 7.4

Full support be given to the recommendations of the Commission on Post-Secondary Education in Ontario to discourage the use of academic achievement or paper credentials as a job screening mechanism.

The Council agrees with the recommendation and notes that relevant certificates, diplomas and degrees are useful as measures of competence in specific areas but inappropriate emphasis on them should be discouraged, especially in government (at all levels).

Note: Certificates below the highest level attained should not be significant for employment. For example, if an individual holds a college diploma, the holding of a Grade 13 diploma should not be significant.

S.P.R. Recommendation 7.5

The province's support for part-time general-interest courses in Colleges of Applied Arts and Technology be phased out so as to put them on a full-cost recovery basis and the colleges be encouraged to direct their efforts towards providing vocational and technical training of the highest calibre. In this connection, colleges should also consider shortening certain courses and programs of study.

The Council does not agree with this recommendation for the following reasons:

- (a) The Council wishes to point out that under the new financing rules, funds are no longer directed by the government to any specific courses or programs within a college. There is therefore no "support for part-time general interest courses" as such.
- (b) Colleges which choose to spend some of their funds on general interest part-time courses are doing so with the purpose of serving their community in mind. In the smaller centres of the province, this contribution to the life of the community is greatly appreciated by the public, and it would be a retrograde and regrettable step if the colleges were to suddenly withdraw these services.

- (c) In the larger metropolitan areas of the province, such courses are not only self-supporting, but in fact contribute to the more technical courses by making it possible to offer specialized programs to fewer than "break-even" numbers of students. The Council of Regents agrees that part-time programs should be self-supporting on balance, with some courses supporting others.
- (d) The Council is strongly opposed to the idea that the colleges should merely "direct their efforts toward providing vocational and technical training". This implies a return to the position that existed before the Colleges of Applied Arts and Technology were instituted, with technical education provided by the institutes of technology and the vocational centres of Ontario. This narrow view of the mandate of the colleges is entirely incompatible with the provincial objectives for the system which have been elucidated many times by the Premier and his Ministers, and which have produced a college system which is justifiably held in very high regard by the people of this province.
- (e) The Council also wishes to point out that a model for self-evaluation is currently being developed and tested which will enable a reliable evaluation of college programs to be conducted.

S.P.R. Recommendation 7.6

No additional provincial funds be made available for new university programs at the graduate level.

The Council makes no comment on this recommendation since it is entirely a university matter.

S.P.R. Recommendation 7.7

The global budgeting financing approach be continued as a means of achieving the objectives of autonomy, efficiency, and quality in post-secondary educational institutions.

The Council agrees; the intention to continue the global funding approach has already been expressed.

S.P.R. Recommendation 7.8

As a first step, the maximum provincial grant be decreased from \$3,200 to \$2,200 and the loan portion be increased from \$800 to \$1,800, the current maximum under the Canada Student Loan Plan.

S.P.R. Recommendation 7.9

The province initiate negotiations with other provinces and the federal government to replace existing student assistance schemes by a new guaranteed all-loan plan with repayment provisions based on subsequent earnings. Consideration also should be given to severing the relationship between parental income and eligibility for this new loan plan for all students 18 years and over.

S.P.R. Recommendation 7.10

If the proposed negotiations are unsuccessful, the grant portion of the existing plan be replaced by a new loan plan similar to the one described in recommendation 7.9. This plan would supplement the Canada Student Loan Plan, as it exists now and as it may be revised from time to time.

S.P.R. Recommendation 7.11

Concurrently with recommendations 7.9 or 7.10, a bursary program be established by the province and administered directly by post-secondary institutions to recognize both academic achievement and financial need, so that any barriers to outstanding students from low-income families would be removed.

S.P.R. Recommendations 7.8 to 7.11

The Council does not take a position on these recommendations, since the matter of student assistance is currently under study by another body. The Council wishes to point out the following matters of concern, however:

- (a) Any contemplated changes should be introduced gradually.
- (b) The Council agrees with the proposal to decrease grants and increase the loan portion of the award.
- (c) Loans should not depend on or be related to parental income.
- (d) The Council recommends that the wording of recommendation 7.11 be changed to read "concurrently with recommendation 7.9 or 7.10 a bursary program be encouraged by the province. . ." (Change from established).

The intention is to encourage each college to establish bursary funds, and to encourage business and industry to contribute to them.

S.P.R. Recommendation 7.12

The government review the need to be involved in programs of Manpower Training other than those funded by the federal government.

The Council is strongly in favour of the concept that this province should supplement the federally-assisted Manpower Training

Human and Community Education and Manpower Development

program by providing similar training on its own. In a highly industrialized province like Ontario in which prosperity is closely linked to the Gross Provincial Product, it would appear illogical not to support that industry by providing training for those who wish to go to work. The Council supports the concept of equal opportunity for all students, whether they wish to enrol in a program of three years' duration, or a course that is only a few weeks in length.

The Council agrees with the statement on page 135 of the Report, namely: "Post-secondary educational institutions and their clients require considerable lead-time to respond to change, particularly in financial arrangements." Both Federal and provincial Governments should make long-term commitments to the colleges in this regard.

S.P.R. Recommendation 7.13

the government take the necessary steps to discontinue its involvement in the compulsory certification of tradesmen and apprentices.

The Council suggests that this is a matter on which the new Industrial Training Council should be asked to comment. However the Council feels;

- a) that government involvement could be diminished but not eliminated, and
- b) that some government involvement should continue to give standardization and mobility to apprentices and journeymen.

Priority 1 . . . Develop Human Resources

Set goals and objectives; state definitions and basic premises for the development of human resources

The Goals

- (a) To explore our human resources with enthusiasm and determination in relation to other resources.
- (b) To undertake the development of whatever we find with the same sense of purpose we demonstrate in private purposes, so that no human talent be allowed to perish for want of encouragement.

Objectives

- (a) To properly identify the problem before seeking answers; and in doing so, to study causes rather than results, avoid generalizing and refrain from attempts to fit all things to a pattern or formula.
- (b) To use planning as a means of agreeing on goals and how to arrive at them; planning must identify basic problems, anticipate changes and consider alternatives.

Recommendation

1. That the Ontario Council of Regents, others involved and concerned, and the general public pursue the attainment of these goals with vigour and diligence.

Priority 2 . . . Community Involvement and Participation

Sponsor community involvement and participation as one of the most effective approaches to human resources development

Comment

The greatest opportunity for the success of human resources development programs is through action

at the community level with the involvement and participation of business, industry, labour, education, associations, and all of the agencies that influence and play a role in the career education of the people in that community.

Recommendations

To assure the success of community education programs, it is recommended that:

2. Educators exhibit leadership and initiative by promoting career education, expanding co-op educational plans with local industry and making school and college facilities available for work experience projects, volunteer youth programs and similar community activities.
3. Occupational orientation be encouraged in the middle grades and junior high schools, including emphasis on instruction in English, mathematics and economics.
4. Colleges establish community advisory committees and councils, encouraging employers to list job needs, job descriptions and standards with sufficient lead-time to permit the establishment of an effective career information and placement service for graduates and the community at large.

Priority 3 . . . Individual Fulfillment

Encourage individual development and fulfillment as an important phase of this program.

Comment

If men and women are to determine their destinies, they must have access to alternative choices and freedom in making choices. We must recognize each individual in their own right and make provision in our activities for individual growth, recognition and advancement.

Recommendations

5. That human resource educational programs provide a total pattern of individual development, including the acquisition of labour force abilities, skills and competence as well as a social consciousness, ambition and motivation.

6. That these programs be based on the need expressed for marketable skills, for recognition of special strengths and competence, for continuing education to assist people of all ages, especially the disadvantaged, the handicapped and members of minority groups, to attain a useful, productive and responsible place in society commensurate with their aspirations and potentials.

Priority 4 . . . Co-Operative Education and Training

Encourage co-operative education and training programs

Comment

Co-operative programs are an important part of career education and provide advantages to both student and employer. The technique is tried and proven and is consistent with community involvement. Additional operating costs are offset by year-round use of facilities and reduced dependence of students on government assistance as well as increased learning effectiveness.

Recommendations

7. That, whenever practical, Colleges of Applied Arts and Technology establish co-operative educational programs with industry in their respective communities.
8. That students receive credits for achievement on the job.
9. That, because of their ability to earn while they learn, students be required to absorb a portion of the increased cost of the co-operative program in which they participate.

Priority 5 . . . Career Education

for career education; education for reality

ponents

ols must reflect the changing values of society
meet the sometimes conflicting needs for work-
ed education and education of the whole per-
The lasting things about education are the
habits and attitudes developed during the
ss. Therefore, each student must be helped to
op a sound self-concept, realistic goals and
apability to function effectively and success-
n our society. This career education is a cradle
ave process, and while schools are only one of
many agencies involved, they must participate
continuing basis.

Recommendations

That educational institutions recognize the need
for career education and respond to it by recog-
nizing past and present errors and working with
government, business and industry to develop
new goals, methods and programs.

That special programs be aimed at the unem-
ployment problems of the school drop-out and
recent graduate age groups (14 to 24).

That provision be made for financing ongoing
career education as a preferable alternative to
welfare measures and under-utilization of
human resources.

That we establish as a "natural goal for
education" the preparation of every individual
for meaningful work or meaningful higher edu-
cation, with the latter, as the former, leading to
career entry and personal fulfillment.

Priority 6 . . . Career Information Services

Provide career information services

ment

There is a definite need for development of a human
resources planning policy at provincial and national
levels. The cornerstone of such a policy would be

an effective information system which would
include the following:

- Recognizing what information is required.
- The mechanisms to collect information.
- The analysis of data for projection purposes.
- The mechanisms for dissemination of analyzed data.

Recommendations

14. That, under appropriate government auspices,
a data bank be established to provide compre-
hensive information on employment and career
opportunities, job standards with educational
and skill requirements, sources for acquisition
of required qualifications and additional infor-
mation necessary to the formation of informed
decisions by government, business, industry,
and above all, individuals.
15. That the information system be co-ordinated on
a national and provincial level but premised on
the local community to ensure maximum utiliza-
tion.
16. That existing data collection agencies such as
Statistics Canada, Economic Council of Can-
ada, Canada Manpower, boards of trade, pro-
fessional associations, trades organizations,
etc., be co-ordinated for this purpose and the
appropriate data integrated.
17. That the analysis of information obtained would
include research and projection for a three to
five year period on such matters as: supply and
demand, salaries, location of needs, etc.
18. That the system include decentralized, local
data retrieval centres for optimum usage and
easy access by all concerned.

Priority 7 . . . Funding Methods

Review the funding methods for human resources
and education programs

Comment

Funding of universities, colleges, etc., should be reviewed to ensure the economic objectives, as related to the established objectives, are being met.

The major concerns with respect to funding are:

- Equity with which educational programs are made accessible to all.
- Effectiveness in accomplishing public objectives.
- Division of responsibility: federal, provincial and regional governments, and the individual.

The major questions to be answered are:

- Education and training for whom?
- Education and training for what?
- Who pays the bill?

Recommendations

19. That the Government of Ontario continue to address itself to the above concerns and questions, and after determination of a firm policy, should refer to the Interprovincial Committee of Ministers of Manpower and to the Federal Government for revised national policies on the funding of human resource development and educational problems.
20. That, in the above recommended deliberations, attention be directed to the recognition of the broad human, as well as economic needs.
21. That the objectives developed by the CAAT Finance Committee be incorporated in this priority.

Priority 8 . . . Special Problems

Make provision in the program for special groups such as youth, women, minorities and handicapped persons

Comment

We need to improve the way we develop and utilize our human resources—particularly those of youth, women, minorities, older workers, etc. Both employers and educational and training agencies must be guided by longer-term considerations. "Make work" programs are not the answer to unemployment; it is far better to bring under-utilized groups into the active work force. To accomplish this, some attitudes of both employers and candidates for employment will have to be changed.

Recommendations

22. That education and training agencies and institutions adopt longer-term operating budgets for upgrading and retraining activities.
23. That there be more imaginative approach to subsidized on-the-job training for youth.
24. That government assist employers in human resource (manpower) planning.
25. That affirmative action be taken to provide programs for women.
26. That programs for native peoples and minority groups be based on long-term planning and aimed at the roots, rather than the symptomatic problems.

Priority 9 . . . Industrial and Economic Strategy

Establish Economic and Industrial Strategy At Federal and Provincial Levels

Comment

There seem to be no real economic answers as there are conflicting "expert" opinions, but effective government planning and action needs agreement by business and industry on practical, specific measures. Bodies exist which should be able to agree upon the general economic aims and the measures necessary to accomplish them. There is agreement that:

- The demands of all Canadians on the economic system have outpaced our ability to produce competitively.
- The rising rate of government spending is a principal villain; it cannot go on without serious inflation.
- Canada's competitive position is being eroded in certain key industries.

Recommendations

27. That the need for, and importance of, policy economic and industrial strategy be stressed and steps be taken by all levels of government, business and industry, labour, and other appropriate bodies, to provide a clearing house for arriving at a common course of action.

That the recommendations of the Ontario Joint Committee on Economic Policy, August 1974, and the Provincial Study on Technical and Skilled Manpower, be pursued.

That the major issues of inflation, education and manpower, shortages of materials and energy, and lagging productivity, be a part of the strategy intended in this Priority.

That the five major world crises: population, food, energy, natural resources and environment, be included in this strategy.

That the national approaches to economic policies be aimed at causes rather than symptoms.

That the general populace be made continually aware of economic considerations, and that instruction in economics be provided at all levels of education.

Priority 10 . . . Co-Ordinate Policies

Establish, define and co-ordinate human resource (manpower) policies at the federal and provincial levels

Government

The Federal Government now has a policy and Ontario has not yet announced a policy. Our economic progress depends upon the quantity and quality of our human resource. This resource cannot be utilized effectively under conflicting or co-ordinated policies.

Recommendations

1. That, for effective human resource planning, the following factors be included:

- (a) Sound information systems with a central source.
- (b) Eliminate the overlapping of federal and provincial responsibilities.
- (c) Supply and demand statistics relating to manpower be made available.
- (d) Industrial and economic growth patterns be established.
- (e) Effect of technological change on manpower (human resources) must be taken into account.

4. That immigration policies be updated and made part of human resource planning.

35. That mere creation of jobs by government—without these jobs being useful and part of an overall human resource program—be discontinued.

36. That the Federal Manpower effort be questioned as to whether it invests too much in “failure” and too little in normal development. (What is the proper proportion between human development and human remedial efforts?)

37. That steps be taken to simplify and co-ordinate those federal and provincial policies that affect the general supply, development, training and consistency of Human Resources.

Priority 11 . . . The Vital Resource

Stress The Importance Of The Work Force As A Major National Resource

Comment

Quantity and quality of the available work force (our human resource), if properly guided, determines the rate of our present and future economic progress. The knowledge and skills of people are indispensable and many factors determine the demand for them; if the supply does not balance the demand, there can be severe social and economic repercussions. The development and effective utilization of our human resources cannot be left to chance. Some sources of manpower are presently neglected, with adverse results in both social and economic spheres.

Recommendations

38. That, to establish and strengthen the work force as a major resource, intensive study be undertaken with respect to:
- (a) Labour demand and the factors which affect it.
 - (b) Labour supply, its quality and quantity and the factors upon which that quality and quantity depend.

39. That, following appropriate analyses and study, ways be found to:

- (a) Remedy the present under-utilization of the national work force, including a more effective matching of supply to demand.
- (b) Reduce the undesirable conditions which cause the secondary work force to be excessively dependent on unemployment insurance, welfare, and the like.
- (c) Provide people with opportunities to achieve self-fulfillment through work by means of job enrichment, training, work orientation, and the strategic approach of the "Community Employment Study".

Priority 12 . . . Ontario's Manpower Program

Explore the Ontario Manpower Training Program as to its Part in the Total Human Resources Program

Comment

The Ontario Industrial Training Branch is concerned with apprenticeship training, short-term training in industry, examination and certification, modular and other experimental programs, adult training programs, and training in business and industry programs.

"Training for Ontario's Future" (The Dymond Report) contains 48 recommendations, many of which relate to activities of the Colleges of Applied Arts and Technology. The report advocates more training to be done in industry—perhaps colleges should be re-structured to provide this at the community level.

The main distinction between the activities of the College Affairs Branch and the Industrial Training Branch is that the former focuses on training for entry to the work force and the latter is concerned with training for persons already employed as members of the work force.

Recommendations

- 40. That the "Ontario Manpower Policy" paper, now in preparation, be made a part of this Priority.
- 41. That the interfaces between the various provincial Acts be resolved and streamlined.

- 42. That training activities which are the responsibility of the Ministry of Colleges and Universities be re-evaluated from time to time.

Priority 13 . . . Labour Markets

Provide Labour Market Information

Comment

There are federal, provincial and other sources of labour market information, but these are largely unco-ordinated. We now need an accurate and dependable inventory and evaluation of labour market information.

Recommendations

- 43. That parallel with the provision of career information services (Priority No. 6), there be provided an inventory and evaluation of labour market information.
- 44. That provision be made for checks as to data, accuracy, certainty of pertinent information and the method and extent of distribution of the information.
- 45. That there be provision for people at the community level to make use of the information.

Priority 14 . . . Productivity

Relate "Productivity" to the Human Resources Program

Comment

Canada must produce goods and services at a faster rate than it increases its population; this means increasing productivity, or the efficiency with which resources are converted into goods and services that people want. When capital, technology, management, knowledge and labour are combined efficiently and improved in quality—output per man hour increases.

Policy Regarding Education in the French Language in Colleges of Applied Arts and Technology

Productivity may be defined as useful and meaningful work which benefits both the producers and the general economy. Increased productivity is essential to the realization of our national objectives (personal goals; consequently, increased productivity is the most important objective each and all can pursue. People are the source of productivity.

Because this is a common goal, we need a forum of labour, business and the public, which is non-partisan and national in scope.

Recommendations

That a non-profit organization (the "Canadian Productivity Institute") be created, funded and operated by the private sector, to focus solely on increasing Canadian productivity.

That every effort be extended to define and measure productivity and develop new ideas and techniques to increase it, with paramount attention to development and improvement of Canada's human resources.

That Colleges of Applied Arts and Technology give consideration to:

- (a) Including the productivity factor when developing programs.
- (b) Adopting productivity measures in teaching procedures.
- (c) Presenting productivity as a course or program in itself.

There are two approaches to the education of French-speaking students in Colleges of Applied Arts and Technology. One provides French-speaking students with educational programs in the French language. The other provides some courses and/or educational programs in both official languages. The policy of the Council of Regents encompasses both approaches. It respects the intent that the policy will be implemented by each CAAT concerned in the best interests of the students.

The Council of Regents is developing a revised statement of objectives for the Colleges of Applied Arts and Technology, with input from boards of governors, presidents and other sources. Without anticipating the revisions, it is not expected that the basic objectives will change substantially from those set forth in the Legislature by the Hon. William G. Davis in May, 1965. A probability is a rearranging of priorities among the objectives, and changes in the means of their implementation.

The Council maintains the position that the primary objectives of the colleges are:

- (i) to prepare young people to enter the world of work, and
- (ii) to assist adults in improving themselves, or in preparing themselves for different or better jobs.

This is not to deny the validity of other objectives but education for employment must be considered the prime responsibility of the college system. The policy of the Council of Regents on education for French-speaking students in the colleges is consistent with these stated objectives.

Resolutions

1. That any CAAT in an area where a recognizable percentage of the population is French-speaking offer some courses and/or programs in the French language, subject to sufficient enrolment under current program regulations, in order to serve graduates from French-language Instructional Units as well as French-speaking adult students in Continuing Education. A milieu where French-speaking students

The Utilization of Program Advisory Committees in the Colleges of Applied Arts and Technology

feel at home is essential. It is understood that should French-speaking students need to improve their English language skills, appropriate facilities for that purpose are, or will be made available.

2. That the bilingual or French-language learning resources, developed at a college be shared with other colleges developing bilingual programs to minimize the cost of such programs across the province.

The Board of Governors of a College of Applied Arts and Technology has responsibility for the development and maintenance of educational programs which are of continuing value to the community served by the college. Community needs must be assessed, priorities established, new programs initiated and existing programs constantly monitored, modified, updated and re-evaluated in terms of changes in the community, particularly with reference to the employment market.

To expect a board of governors to fulfill this in any detail would be unrealistic, and it is for this reason that advisory committees are called for in the regulation under which the colleges operate. Section 9 of the regulation reads as follows:

- "(1) An advisory committee for each branch of a program of instruction offered at a college shall be composed of members appointed by the board of governors for the college.
- (2) An advisory committee shall advise the board of governors and make recommendations to the board of governors regarding programs of instruction and the introduction of new programs of instruction. O. Reg. 268/65, s.9

The purpose of this paper is to bring to the attention of all boards those features of program advisory committees which have been found valuable in various colleges across the system. Many, perhaps most colleges, have made very effective use of advisory committees, and it is hoped that a sharing of this experience will enable all colleges to enjoy the benefits which can be derived from the wise utilization of strong advisory committees.

The Constitution of the Committee

The program advisory committee should be composed of members of the community outside the college, with a diversity of experience and expertise in the particular field concerned. It should include representation from employers, professional associations, trade organizations, other educational institutions, social and government agencies, and the like. Recent graduates of the college should be included, as they can provide special and personal insight into the effectiveness of the college programs. All members should act as individuals, not as representatives of firms, agencies, organizations or associations to which they may belong.

The optimum size of the committee is probably in the range of eight to ten members, including a chairman elected annually from the membership. It has been found useful to make the term of office such that new members can be introduced and existing members retired on a regular basis. A program advisory committee seems to work best when it advises on one program, or a very small cluster of related programs. "General" program advisory committees frequently do not hold the attention of each member, since many of the issues will concern matters other than those in which he or she has a direct interest. College employees are not considered members of the advisory committee, but should act as resource persons to the committee.

Points of Reference

It should be emphasized that although much communication should occur directly between the committees and the college departments concerned, the committees are advisory to the board of governors. They should be asked to present an annual report to the board for its consideration and response, with a copy to the president. Some boards have found it useful to involve advisory committee members in convocations, award ceremonies, "Open Houses", annual luncheons and other college functions, where they will have an opportunity to relate to the members of the board. Some boards invite chairmen of advisory committees to attend meetings of the board. The advisory committee can be asked to advise on: the initial and continuing need for the program in the light of employment opportunities for the graduates; the objectives and design of the program, based on performance objectives for the graduates, which in turn depend on the current requirements of employers; changes in planned enrolment; the suitability of facilities and equipment, including field service or clinical resources where applicable, to be used in teaching the program; the finding of permanent employment for graduating students; other issues at the request of the board or the president.

Advisory committees can often assist with finding staff for new or changed programs. They may also help with finding summer jobs for students; obtaining prizes, scholarships and bursaries for deserving students; arranging field trips and field placement where applicable; recommending guest lecturers; relating to professional associations which have certification authority over graduates of certain programs, and maintaining good community relations for the college. This latter function may be particularly valuable when a program is being started or phased out.

The committee should continually review and assess both the need for, and the effectiveness of the program, particularly in the light of changing requirements of the labour market. Changes in the program design, the faculty, the facilities, or the equipment should have the prior approval of the advisory committee.

The advisory committees recommend to the board of governors and therefore cannot be held responsible for the effectiveness of the programs of the college. Their recommendations merit serious consideration, but the ultimate responsibility for decision-making and action taken after the advice is received must rest with the board of governors. However, the advisory committee should be informed of the final disposition of each of its recommendations.

The Meetings

An advisory committee that is receiving serious consideration by the board of governors, dealing with real issues and being supplied with sufficient back-up data, will be interested in meeting at least twice a year. Meetings will be much more frequent under certain circumstances; for example, when considering a new program or when establishing a co-ordinated series of part-time programs.

Secretarial services are provided by the college. Appropriate administrators and faculty members should attend the meetings and take part in the discussions, presenting issues, problems and alternatives for the consideration of the committee. Factual data should be presented as well, such as

Continuing Issues and The Committee on Long-Range Policy

enrolment, promotion, attrition and placement statistics. The college placement officer can frequently make useful input, and senior students can often bring a different viewpoint to the discussions, perhaps attending on a regular basis. In any case, advisory committees ought to have some opportunity to meet the students of the program. The presence of a board member at a meeting whenever possible is always appreciated.

Discussions of the advisory committees can be made more interesting by the inclusion of items such as the success of individual students or graduates, distinctions achieved by individual faculty members, films, etc. developed by the college and the like. Teaching facilities can and should be visited, especially when recommended changes have occurred or new equipment can be inspected. Advisory committees will also be interested in general developments and achievements of the college as a whole, or in divisions of the college other than the one in which they are specifically interested.

As well as the program advisory committees referred to above, some colleges find it worthwhile to set up advisory committees for special purposes; for example, to meet the needs of a certain area or to serve a special clientele, such as an advisory committee on the concerns of women, or a committee on short programs for industry. Special ad hoc advisory committees have also been used to advise on how the college can respond to the issues of community, provincial, national or even world-wide concern, such as housing, transportation or the shortage of energy.

As a "living resource", advisory committees can only be successful through continuous involvement in issues of concern to the college. Properly utilized, they can be of tremendous value in helping the college achieve its purposes, its goals and its aspirations. It should be remembered, also, that advisory committees are an excellent source for potential members of the Board of Governors.

At the end of March, the Council of Regents has its books, a number of ongoing issues including research studies under way in Council committees or in the Ministry of Colleges and Universities, and some concerns for the future not yet formally addressed.

Of prime importance in the former category is the development of a long-range funding policy for the distribution of moneys to the Colleges of Applied Arts and Technology. This project of the Council Finance Committee is discussed elsewhere in this report under the heading "college financing".

A second project under way in the ministry is a study of co-operative education. This comprises a review of the number and type of co-op programs in operation in the colleges, the advantages and disadvantages compared with conventional mode of delivery, and the cost and funding implications of this type of education. It will include an investigation to provide information on the market for co-op programs as well as the performance of the students and the graduates in these programs.

Another project currently in progress is the experiment with private vocational schools, whereby seats in certain retraining courses have been purchased from some of these schools for the first time. The cost/effectiveness of these placements will be compared with similar activities in colleges for guidance in the future.

In December 1975, the Council of Regents recommended that the ministry develop a study to assess the effectiveness of the Diploma Nursing programs offered in Colleges of Applied Arts and Technology, as well as those offered in the past immediately prior to the transfer of the program to the colleges). A steering committee comprising representatives from the Provincial Advisory Committee on Nursing Education, the Provincial Review (Educational) Committee, the College of Nurses in the ministry and the colleges, was set up, and the study is now under way. The project has been divided into two parts:

Phase I, which entails the development of an instrument to measure the proficiency of graduate nurses in the work environment, three months after initial employment. The proficiency is to be measured against practice standards recently developed by the College of Nurses. This phase is expected to be completed shortly.

Phase II is intended to utilize the instrument developed in Phase I to assess the performance and productivity of diploma nursing graduates, and to evaluate the effectiveness of the programs. Since only a relatively small percentage of the graduates were employed in Ontario last year, there is a distinct possibility that this represents a biased sample and for that reason Phase II has not been completed.

The Council of Regents has now approved a preliminary pre-study to determine the criteria actually used by Ontario employers when hiring 1976 graduates. In this way, the randomness of this particular sample can be determined; if it is satisfactory, Phase II can begin.

The Program Standards and Criteria for Evaluation, approved by the Council of Regents in October, 1974, are currently being reviewed in relation to the recently developed practice standards of the College of Nurses, by the Provincial Advisory Committee on Nursing Education. The Program Standards and Criteria for Evaluation have been applied systematically to assess the programs by the inspectors of the College of Nurses, who carry out the assessment function for the Council of Regents. In view of the fact that this assessment is a temporary arrangement, an alternate means for the assessment of basic nursing programs is required. The Council of Regents has therefore recommended that the ministry develop such means. The Council of Regents established a new long-range planning committee this year; the Committee on Long-Range Policy. This Committee has met several times during the year and has made a number of valuable suggestions on internal matters such as the organization of the Council meetings, the structure of the college multi-year plan visits and the format of regular Council meetings with the governors, staff and students of the colleges.

The Long-Range Planning Committee has also recommended to the Council of Regents the following studies.

Program Co-ordination

It is recommended that a study be launched on the need for program co-ordination on a provincial or regional basis. The first step of such a study should be the gathering of information to determine whether or not program co-ordination is necessary at this time. Any further development of the study would depend on the examination of the information base so obtained, and if any action is deemed necessary at that time, it should be carried out co-operatively between the Council and the colleges.

College Area Boundaries

It is recommended that college area boundaries be re-examined in the light of changed municipal boundaries, the development of regional governments, and the optimum size of the individual college. Now that ten years have gone by since the colleges were started, it may well be that some college areas should be changed, and many of them need to be redefined in terms of the new municipalities.

College Governance

It is recommended that a study be conducted to determine whether or not the present constitution of the boards of governors is the best one, or whether the governance of the colleges should be changed.

While these recommendations have had the general concurrence of the Council as a whole, none have been formally launched. They are shown here merely as an indication of possible courses of action for the future.

Chairman's Concluding Remarks

When this report is published, I will no longer be Chairman of the Ontario Council of Regents for Colleges of Applied Arts and Technology so I would like to wish my successor every success in a stimulating and demanding position. The thing one realizes very quickly in this kind of endeavour is that one can accomplish very little without the confidence and support of one's fellow members. It has been my privilege during the past seven years to work with many outstanding people on the Council who were thorough and hard-working in their approach to college issues and who had great enthusiasm and sincerity in working to make the college system the success it has been. I wish to thank them for their enthusiasm, loyalty and support.

What is true of Council members is also true of the entire college family. The boards of governors and senior administrators of the colleges have been very supportive and the personnel of the Ministry of Colleges and Universities, who act as a secretariat to the Council, have always been of high quality.

Best wishes for the future.

A handwritten signature in cursive script that reads "Norman A. Sisco". The signature is written in dark ink and is positioned above the printed name and title.

NORMAN A. SISCO
Chairman

Recommendations to the Minister, 1976-1977

Number	Date Submitted	Resolutions	Response
1	25/3/76	Closing of the diploma nursing school in Cambridge (Conestoga College)	Approved
2	25/3/76	Fees for foreign students	Approved in part
3	25/3/76	Recommendations on the Report of the Special Program Review	Received
4	25/3/76	Report: Human and Community Education and Manpower Development	Received
1	27/4/76	Fees for foreign students (Revised)	Incorporated in Government policy
2	27/4/76	Statement of CAAT objectives	Returned Resubmitted Deferred
3	27/4/76	Policy on bilingual education	Approved
1	17/5/76	Distribution of the balance of CAAT funds for 1976-77	Approved
1	30/6/76	Policy governing sponsored foreign students	Approved
2	30/6/76	Administrative salary schedule for 1976-77	Returned
3	30/6/76	St. Lawrence College proposal to deed land to the City of Kingston	Approved
4	30/6/76	Canadore College proposal to purchase former Bomarc Site from Crown Assets Disposal Corporation	Approved
1	23/9/76	Administrative Salary Schedule for 1976-77 (resubmitted)	Approved
2	23/9/76	Mohawk College proposal to reserve land at the Townsend Townsite for college development	Conditionally approved
3	23/9/76	Humber College proposal to lease space in the Borough of York	Approved
4	23/9/76	Northern College proposal to acquire property in Kirkland Lake	Approved
5	23/9/76	Humber College proposal to counter enrolment difficulties for mature students in the Funeral Services Education program	Approved
6	23/9/76	Finance Committee recommendations re (a) distribution of funds to colleges for 1977-78 and (b) retention of resource person for the committee	Approved
7	23/9/76	Study of comparative costs of manpower training programs	Approved
0-1	26/10/76	New Initiatives Grants for development of new courses or programs for Francophone students	Approved
0-2	26/10/76	Policy re education in the French language in Colleges of Applied Arts and Technology	Approved
0-3	26/10/76	French language advisory committees	Approved
0-4	26/10/76	Purchase of property in Kenora by Confederation College	Approved
0-5	26/10/76	Cambrian College request for Wintario grant for athletic facility	Approved
1-1	23/11/76	Additional grants for development of new courses or programs for Francophone students	Approved
1-2	23/11/76	Development of an arboretum at Humber College	Approved
2-1	7/1/77	Proposal of Fanshawe College to consolidate operations in the Port Dover-Simcoe area	Approved

92-2	7/1/77	Additional grants for courses or programs for Francophone students	Approved
92-3	7/1/77	Retention of counsel for negotiations	Approved
92-4	7/1/77	Retention of Hay Associates Canada Limited	Approved
93-1	26/1/77	College computer facilities	Approved
93-2	26/1/77	Conestoga College proposal re recreational and sports facility	Approved
93-3	26/1/77	Grants in support of French courses	Approved
93-4	26/1/77	Extension of the Hearing Impaired Program at George Brown College	Approved
93-5	25/2/77	Recommendations re flying training in Colleges of Applied Arts and Technology	Approved with modification
94-1	25/2/77	Recommendations re the CAAT Pension Plan	Approved
94-2	25/2/77	Enrolment quotas in diploma nursing	Approved
94-3	25/2/77	Dental auxiliary programs	Approved
95-1	25/2/77	St. Clair College nursing program at Chatham	Approved
95-2	25/2/77	Seneca College request for a residential conference centre at the King Campus	Noted
95-3	25/2/77	Release of "A review of Admission and Selection Procedures for Diploma Nursing Programs in CAATS".	Approved with reservation

Subcommittees of the Council of Regents

In addition to the standing committees of its own members, and the special committees listed elsewhere, the Council of Regents has established a number of subcommittees for special purposes. These include the provincial consultative committees which advise on the educational programs of the colleges, and the staff affairs committees which advise on various aspects of staff relations and which carry out the collective bargaining with the representatives of the academic and support staff bargaining units.

The Council is most appreciative of the contribution of time and effort of the busy people who serve these subcommittees without recompense. The success of the Colleges of Applied Arts and Technology in Ontario owes much to the expertise and sound advice of these public-spirited men and women.

Staff Affairs Committees

Academic Negotiating Committee

Mr. J. Hamilton, Algonquin College
Mr. K. E. Hunter, Conestoga College
Mr. G. Lamont, Sir Sandford Fleming College
Mr. G. R. Lawson, Sault College
Mr. J. M. Lynch, Ministry of Colleges and Universities
Mr. T. Norton, Humber College
Mr. P. Pass, Georgian College

Mr. F. Hamilton, Counsel

Support Staff Negotiating Committee

Mr. B. Beetles, George Brown College
Mr. M. Bryson, Confederation College
Mr. H. Gilchrist, Ministry of Colleges and Universities
Mr. G. Lamorie, Canadore College
Mr. J. M. Lynch, Ministry of Colleges and Universities
Mr. P. Meyers, Fanshawe College

Mr. T. Storie, Counsel

Insurance Committee

Mr. D. Avery, Mohawk College
Mr. C. Bennet, Canadore College
Mr. J. Brodie, Humber College
Ms. B. Doherty, Confederation College
Mr. H. Gilchrist, Ministry of Colleges and Universities
Mr. J. Korkoran, Ontario Public Service Employees' Union
Mr. G. LaRose, Niagara College
Mr. N. Pollock, Ontario Public Service Employees' Union
Mr. R. Rachar, Fanshawe College
Mr. L. H. Rosen, Ontario Public Service Employees' Union
Mr. D. Simmons, Mohawk College
Mr. D. Stouffer, Ministry of Government Services
Mr. E. Theobald, George Brown College

Joint Educational Qualification Subcommittee

Mr. J. M. Lynch, Ministry of Colleges and Universities
Mr. C. McKay, Niagara College
Mr. I. Mohammed, Conestoga College
Mr. T. Semadeni, Cambrian College
Mr. W. Vair, Sault College
Mr. M. Winrow, St. Lawrence College

Support Staff Classification Committee

Mr. H. Gilchrist, Ministry of Colleges and Universities
Mr. K. McClelland, Sault College
Mr. J. Payne, St. Clair College
Mr. G. Pevere, Niagara College
Ms. J. Poglitsch, Ministry of Colleges and Universities
Mrs. P. Rauer, George Brown College
Mr. M. Tait, Seneca College

Provincial Consultative Committees for College Program 1976

Provincial Committee on Job Evaluation

Mr. J. P. Ellwood, Centennial College, Chairman
Mr. G. Clark, Seneca College
Mr. H. Gilchrist, Ministry of Colleges and Universities
Mr. P. Meyers, Fanshawe College
Mr. J. Podmore, Conestoga College
Mr. B. Seville, Cambrian College
Mr. L. J. Tremblay, St. Lawrence College

Expectancy Committee

Mr. J. M. Lynch, Ministry of Colleges and Universities
Mr. C. Trower, Ontario Public Service Employees' Union

This list includes provincial consultative committees, ad hoc steering committees, and task force reporting directly or indirectly to the Council of Regents.

In addition to these committees, the Council is aided in making decisions about educational programs in the colleges by three other groups which are not responsible to the Council, namely: The National Advisory Council on Marine Training, Central Region (Mr. E. Gordius, Ministry of Colleges Universities, Chairman); The National Advisory Committee to the Department of Transport on Training and Licensing of Aircraft Maintenance personnel (Mr. J. F. Mew, Department of Transport Chairman); and the Provincial Review (Education) Subcommittee of the Ontario Council of Health (Professor L. Levine, McMaster University, Chairman). The contribution of these three bodies to planning of college programs is gratefully acknowledged.

Advertising Programs

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Child Care Worker Programs

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S. P. Cooper, Co-Chairman, Directors of
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Service, Toronto
S. G. Davenport, Assistant Director, Bureau of
Children's Services, Ministry of Community and
Social Services
M. Davis, Co-ordinator of Training, Children's
Aid Society of Metropolitan Toronto
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Ministry of Correctional Services, Juvenile Divi-
sion
S. D. Mandel, Executive Secretary, Ontario Asso-
ciation of Children's Mental Health Centres,
Toronto
D. Randall, Consultant, Psychology, Allied
Health Disciplines Branch, Ministry of Health
W. E. Rowberry, Algonquin College, Ottawa

Dental Auxillary Programs

Dr. V. Chatwin, Algonquin College, Ottawa
Miss J. Cook, Toronto
Dr. E. J. Fox, Assistant to Registrar, Royal College
of Dental Surgeons of Ontario, Toronto
Mr. B. Henderson, Algonquin College, Ottawa
Dr. B. Hord, Faculty of Dentistry, University of
Toronto, Toronto
Mrs. D. Lang, Vice-President, Ontario Dental
Hygienists' Association, Mississauga
Miss C. K. Ono, Seneca College, Downsview
Mrs. A. J. Quaiattini, Cambrian College, Sudbury
Dr. Ken Ryan, Dental Consultant, Ministry of Health,
Health Promotion Branch, Toronto
Dr. P. R. Shunock, Ontario Dental Association,
Toronto
Mr. G. H. Wright, Ministry of Colleges and Universi-
ties.

Early Childhood Education Programs

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sity, Ottawa
Mrs. P. Couse, Course Director, Early Childhood
Education, Ryerson Polytechnical Institute,
Toronto
Mrs. I. Hoff, Sunnybrook School, Toronto
Mr. D. Lockwood, Humber College, Rexdale
Mrs. E. Roberts, Co-ordinator, Day Nurseries,
Children's Bureau, Ministry of Community and
Social Services
Dr. L. Weld, Seneca College, King City
Mrs. I. Withers, Certification Committee, AECEO, 64
Waverley Road, Toronto.

Electronics Programs

- Mr. W. Dykstra, George Brown College, Toronto, Chairman
Mr. K. R. Allen, National Parts & Service Manager, Simpson-Sears Limited, Rexdale
Mr. K. J. Bergstrom, Algonquin College, Ottawa
Mr. J. D. Booth, General Manager, Switzer Engineering Services Limited, Mississauga
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Mr. G. A. Hinds, Service Supervisor, T. Eaton Company Limited, Weston
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Mr. M. Kozos, Ontario Television Electronic Association, Mississauga
Mr. W. Patullo, Conestoga College, Waterloo
Mr. N. Peters, Fanshawe College, London
Dr. R. A. Rothenbury, Lambton College, Sarnia
Mr. J. Sands, Philips Electronics Industries Limited, Scarborough
Mr. R. M. Slater, Manager of Training & Planning, Canadian Motorola Electronics, Willowdale
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Mr. B. White, Humber College, Rexdale
Mr. G. Wragg, Humber College, Rexdale
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Flying Training Programs

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Mr. A. Gordon, Canadore College, North Bay
Mr. R. V. Murray, Confederation College, Thurston Bay
Mr. P. Struk, Seneca College, Willowdale
Mr. R. J. Vincent, Durham College, Oshawa

Heating, Refrigeration and Air Conditioning Programs

- Mr. G. I. Bruce, Ministry of Colleges and Universities, Toronto
Mr. A. Cameron, Carrier Corporation, Bramalea
Mr. H. B. Chadwick, Manager, Consumer Relations, Canadian General Electric Company Limited, Weston
Mr. W. N. Drake, Energy Safety Branch, Ministry of Consumer & Commercial Relations, Toronto
Mr. R. Fraser, Heating, Refrigeration and Air Conditioning Institute, Etobicoke
Mr. L. Gorge, Ministry of Colleges and Universities, Toronto
Mr. R. Gow, Hayton Hampel Limited, Hamilton
Mr. J. W. Ingram, Ontario Petroleum Association, Downsview
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Mr. N. Plummer, Refrigeration Workers of Ontario Local Union 787, Downsview
Mr. W. Podd, Mohawk College, Hamilton
Mr. J. Ralston, Ministry of Colleges and Universities
Mr. W. I. Rapson, Ministry of Colleges and Universities
Mr. D. Steadman, Manager, Consumer Product Division, Canadian Appliance Manufacturers Association, Toronto
Mr. G. Takata, Niagara College, Welland
Mr. D. Wheeler, Lennox Industries, Toronto.

Hospitality and Tourism Programs

- C. Adamson, George Brown College, Toronto
J. Aghion, c/o The Plainsman, Dundas
D. Barry, Travel Industry Association of Canada,
130 Albert Street, Ottawa
B. Bree, Fanshawe College, London
R. P. Crawford, Georgian College, Barrie
B. Fearon, Canadian Government Office of
Tourism, Ottawa
R. Huddard, Canadian Restaurant Association,
Ontario Region, Toronto
S. J. Hutchison, Co-ordinator of Dietetics, Cana-
dian Dietetic Association, Don Mills
G. Kibedi, Manager, Tourism Industry Improve-
ment, Tourist Development Branch, Ministry of
Industry and Tourism, Toronto
S. J. Saint, Bay Travel, Toronto
M. Samuels, Canadian Institute of Travel Coun-
sellors, Toronto
G. Schmalz, Blue Moon Hotel, Petersburg
J. Schmied, Company Food Services, T. Eaton
Company Limited, Toronto
L. A. Mitchell, Ministry of Colleges and Universi-
ties, Acting Secretary.

Journalism Programs

- T. J. Boyd, Hospital Administration in Canada,
Southam Business Publications, Don Mills
D. Bradley, St. Clair College, Windsor
W. Cunningham, Georgian College, Barrie
R. Mills, Assistant Managing Editor, Ottawa Citi-
zen, Ottawa
B. Pearson, Editor, Windsor Star, Windsor
S. L. Sutton, Managing Editor, This Week, Oshawa

Library Technicians Programs

- O. Bishop, School of Library Science, University
of Toronto, Toronto
Mrs. G. Buller, Provincial Library Services Branch,
Ministry of Culture and Recreation, Toronto

- Mr. P. Calarco, Program Consultant, School Librar-
ies, Ministry of Education, Waterloo
Miss G. Hughes, Sheridan College, Oakville
Mrs. M. Lee, Administrative Service Branch, Min-
istry of Revenue, Toronto
Mr. M. MacDonald, St. Clair College, Windsor
Mr. J. Marshall, School of Library Science,
University of Toronto, Toronto
Mrs. D. Myers, Ontario College of Art, Toronto
Dr. R. C. Quittenton, St. Clair College, Windsor
Mr. C. Eriksen, Ministry of Colleges and Universi-
ties, Secretary.

Legal Assistants Programs

- Mr. G. V. Armstrong, Q.C., Armstrong, Kemp,
Young, Burrows & Grant, Toronto
Mr. J. Bristow, The Institute of Law Clerks of
Ontario, Toronto
Mr. J. R. Finley, Smith, Lyons, Torrance, Stevenson
& Mayer, Toronto
Mr. H. R. Nathan, Minden, Gross, Grafstein &
Greenstein, Toronto
Mr. N. Rogers, Q.C., The Law Society of Upper
Canada, Toronto
Mr. M. Zwicker, Orillia.

Motive Power Programs

- Mr. M. Wentworth, Service Manager, White Trucks,
Toronto, Chairman
Mr. W. J. Bailey, London Motor Products Limited,
London
Mr. E. P. Bentley, Centennial College, Scarborough
Mr. P. N. Brown, Fanshawe College, London
Mr. N. A. Clark, Assistant General Manager, Motor
Vehicle Manufacturers' Association, Toronto
Mr. J. Ducharme, St. Clair College, Windsor
Mr. B. Hambly, Manager, Training & Plant Services,
Harper Detroit Diesel Limited, Toronto

- Mr. L. Hunter, Senior Research Engineer, Gulf Oil Canada, Oakville
- Mr. A. W. Jones, Supervisor, Experimental Department, Eaton Yale Limited, Forestry & Construction Division, Woodstock
- Mr. D. Kinsman, State Farm Insurance Company, Scarborough
- Mr. G. R. Lawson, Sault College, Sault Ste. Marie
- Mr. S. Murphy, Mohawk College, Hamilton
- Mr. J. Reid, Industrial Engine Sales, Chrysler Canada Limited, Windsor
- Mr. J. W. Spillet, Canadian Parts Manager, Mack Trucks Canada Limited, Toronto
- Mr. J. Thatcher, Automotive Trades Association, Toronto
- Mr. D. M. Jennings, Ministry of Colleges and Universities, Toronto, Secretary.

The Provincial Advisory Committee on Nursing Education

Nominated by

College of Nurses Association of Ontario

- Miss K. Arpin, Associate Professor, Faculty of Nursing, University of Toronto, Chairman
- Miss M. Charters, Assistant Administrator, Nursing and Patient Care Services, Hamilton General Hospital
- Miss B. Harris, Supervisor, Nursing Department, Ryerson Polytechnical Institute
- Miss M. J. Henricks, Media Co-ordinator, Ottawa Civic Hospital
- Miss D. Lambeth, Chairman, Department of Nursing, Mohawk College.

Registered Nurses

- Miss B. Ashton, Assistant Professor, Faculty of Nursing, Health Sciences Addition, University of Western Ontario
- Miss B. Davidson, Assistant Director, Division of Public Health Nursing, Department of Public Health, City Hall, Toronto.

Ontario Medical Association

Dr. C. Gordon Cameron, Physician, Scarborough

Committee of Presidents

Mr. B. J. Baker, Dean of Arts, Business and Health Sciences, Sault College.

Ontario Association of Registered Nursing Assistants

Mrs. W. Morrison, Registered Nursing Assistant, Niagara Region Health Unit.

Ontario Hospital Association

Mr. D. A. Robertson, Administrator, South Water Memorial Hospital, Cambridge

Mr. J. W. Ostler, Trustee, Milton District Hospital

Ministry of Education

Mrs. L. J. Johnston, Teacher, Applewood Heights Secondary School.

Ministry of Health

Miss D. Monteith, Senior Nursing Consultant, Institutional Operations Branch, Ministry of Health

Ministry of Colleges and Universities

Miss R. Borowska, Program Consultant, Program Resources Branch, Ministry of Colleges and Universities, Secretary

Survey Programs

- Mr. H. Coupland, Marshall, Macklin, Monaghan, Limited, Land Surveyors, Don Mills
- Mr. H. Chesser, Humber College, Rexdale
- Mr. R. C. Cooper, Municipal Offices, Burlington
- Mr. D. Lloyd, Fanshawe College, London
- Mr. R. A. Logan, Legal Surveys Branch, Ministry of Consumer & Commercial Relations, Toronto
- Mr. T. J. McGuinness, Niagara College, Welland
- Mr. T. E. Merriman, Speight & Van Nostrand Limited, Land Surveyors, Toronto
- Mr. J. H. Stirling, George Brown College, Toronto
- Dr. W. R. Stuart, Niagara College, Welland
- Mr. R. G. Thompson, Seneca College, Willowdale

Support Staff 1976-1977

EMENT made this 13th day of October, 1976.

WEEN:

ONTARIO COUNCIL OF REGENTS FOR COL-
ES OF APPLIED ARTS AND TECHNOLOGY
g through its Staff Affairs Committee with
ect to and on behalf of Colleges of Applied Arts
Technology.

(hereinafter referred to as the "College" or
"Colleges")

—and—

THE ONTARIO PUBLIC SERVICE
EMPLOYEES UNION

(hereinafter referred to as the "Union")

Recognition

The Union is recognized as the exclusive bar-
ning agent for all Support Staff employees of the
leges, save and except foremen and supervi-
s, persons above the rank of foreman or supervi-
employees performing duties that require the
e of confidential information relating to employee
ations and the formulation of the College budget
the Campus budget, as the case may be, per-
s regularly employed for not more than
enty-four (24) hours per week and persons
mployed temporarily during the College vacation
iods, students employed on a co-operative edu-
ational training programme with a school, college
niversity, graduates of the College employed for
to twelve (12) months following completion of
eir courses and associated with certification, reg-
ration or other licencing requirement, persons
ed for a special project of a non-recurring kind
d persons employed on a casual or temporary
sis unless so employed continually for a period of
(6) months or more. College personnel excluded
m the application of this Agreement include
ose in positions set out in Appendix 1 hereto.

02 This Agreement is binding on the parties
reto and the employees as defined in Section
01.

Relationship

2.01 The Colleges and the Union agree that there
will be no more intimidation, discrimination, interfer-
ence, restraint or coercion exercised or practised
by either of them or their representatives or mem-
bers because of employee's membership or
non-membership in the Union or because of his
activity or lack of activity in the Union.

2.02 The Union agrees that there will be no Union
activities on the premises of the Colleges, except as
specifically referred to in this Agreement or
approved in writing by the College.

Management Functions

3.01 The Union acknowledges that it is the exclu-
sive function of the Colleges to:

- (a) maintain order, discipline and efficiency;
- (b) hire, discharge, transfer, classify, assign,
appoint, promote, demote, layoff, recall and sus-
pend or otherwise discipline employees subject to
the right to lodge a grievance as provided for in this
Agreement;
- (c) generally to manage the College and, without
restricting the generality of the foregoing, the right
to plan, direct and control operations, facilities, pro-
grammes, courses, systems and procedures, direct
its personnel, determine complement, organization,
methods and the number, location and classifica-
tion of personnel required from time to time, the
number and location of campuses and facilities,
services to be performed, the scheduling of assign-
ments and work, the extension, limitation, curtail-
ment or cessation of operations and all other rights
and responsibilities not specifically modified else-
where in this Agreement.

Wages

4.01 The wage ranges of rates shall be as set out in
Appendix II hereto on the effective dates as therein
provided.

4.02 Classifications shall be as listed in Appendix II
to this Agreement and the various grades or levels
within a family of jobs (for example, Clerk 1 to 4,
General) shall each be a separate classification.

4.03 Subject to satisfactory performance of duties, an employee shall progress in accordance with the increments set out in Appendix II, Hourly Wage Rates. Where the increment is to be withheld, the employee shall be notified in writing prior to the effective date of such increment.

4.04 (a) On promotion to a classification in a higher wage range or by reason of reclassification to a classification in a higher wage range, an employee shall be paid the next highest rate in the classification to which he is assigned, which provides an increase of not less than the next incremental amount available to the employee in the classification immediately prior to the promotion, or reclassification, providing the resultant rate does not exceed the maximum rate of the new classification, except that where such employee was receiving the maximum rate, the increase shall be not less than the incremental differential between the maximum rate and the preceding rate in that classification.

4.04 (b) (1) When the College temporarily assigns an employee to the duties and responsibilities of a position in a classification with a higher rate range or maximum salary for a period in excess of fifteen (15) consecutive working days, such employees shall be paid the next higher rate in that classification which provides an increase of not less than the incremental amount available to the employee in the classification immediately prior to the assignment providing the resultant rate does not exceed the maximum rate of the new classification, except that where such employee was receiving the maximum rate, the increase shall be not less than the incremental differential between the maximum rate and the preceding rate in that classification from the expiration of fifteen (15) consecutive working days including payment for the prior fifteen (15) days providing such new rate does not exceed the maximum rate for the classification to which he is temporarily assigned.

(2) (i) When the College temporarily assigns an employee to the duties and responsibilities of a position in a classification with a lower rate range or

maximum salary where there is no work reasonably available for him in the position from which he was assigned he shall be paid the lower applicable classification rate to which he was assigned after the expiration of fifteen (15) consecutive working days in such lower classification.

(2) (ii) When the College temporarily assigns an employee to the duties and responsibilities of a position in a classification with a lower rate range or maximum salary where there is work reasonably available for him in the position from which he was assigned he shall continue to be paid at the rate applicable to the classification from which he was assigned.

4.05 The Colleges shall pay employees every two (2) weeks. The College shall endeavour to include payment for overtime worked in the pay in the two (2) week period following the pay period in which the overtime was worked.

4.06 The Colleges agree to pay a shift premium of 18¢ per hour for all hours worked between 5 p.m. and 6:00 a.m. Where more than fifty (50) per cent of the hours worked on any regular shift fall within the period the premium shall be paid for all hours worked.

Hours of Work

5.01 (a) The normal work week for office and administrative employees such as:

Library Technician
Clerk General
Operator Telephone Switchboard
Typist Stenographer
Secretary
Operator Key Punch
Operator Off-set Equipment
Technician
Technologist
Computer Operator
Nurse Assistant and Nurse
Nursery School Assistant
Nursery School Leader

will be thirty-five (35), thirty-six and one-quarter ($36\frac{1}{4}$) or thirty-seven and one-half ($37\frac{1}{2}$) hours per week and seven (7), seven and one-quarter ($7\frac{1}{4}$) or seven and one-half ($7\frac{1}{2}$) hours per day respectively, as designated by

College, for the employees concerned and scheduled on five (5) consecutive days except with respect to employees engaged in continuous operations or on special shifts.

The normal work week for maintenance and building employees such as:

Mechanical Engineer
Electrician
Food Service Attendant
Kitchen Helper
Janitor
Assistant Cook
Dish Supply
Maintenance Handyman
Journeyman Tradesman
Bus Driver
Garage Attendant
Security Guard

shall be forty (40) hours per week and eight (8) hours per day for the employees concerned as scheduled by the College on five (5) consecutive days, except with respect to employees engaged in continuous operations or on special shifts.

It is understood that the provisions of this section are intended only to provide a basis for calculating time worked and shall not constitute a guarantee of hours of work per day, or days of work per week or for any period whatsoever. It is understood and agreed that where the normal weekly or daily hours as referred to in (a) and (b) above are to be changed, such changes shall be the subject of discussion with the Union College Committee prior to implementation.

(d) There shall be no split shifts during the term of this Agreement.

(2) (a) An employee in a classification referred to in paragraph (a) of Section 5.01 shall be paid at the overtime rate of time and one-half the employee's hourly rate for authorized work performed.

(b) consisting of a work period of at least one-quarter hour in a day over the normal daily hours designated by the College of seven (7), seven and one-quarter ($7\frac{1}{4}$) or seven and one-half ($7\frac{1}{2}$) for the employees concerned; or

(ii) consisting of a cumulative work period of at least one-half hour over the normal work week of thirty-five (35), thirty-six and one-quarter ($36\frac{1}{4}$) or thirty-seven and one-half ($37\frac{1}{2}$) hours per week as may be designated by the College for the employees concerned; or

(iii) on an employee's sixth day of work in the week concerned.

(b) An employee in a classification referred to in paragraph (b) of Section 5.01 and scheduled on a normal work week of forty (40) hours per week shall be paid at the overtime rate of time and one-half the employee's hourly rate for authorized work performed.

(i) in excess of eight (8) hours per day; or

(ii) in excess of forty (40) hours in the week; or

(iii) on an employee's sixth day of work in the week concerned.

(c) (i) Employees referred to in Section 5.01 (a) and (b) shall be entitled to payment at the overtime rate of double the employee's hourly rate for all authorized work performed on the employee's seventh day of work in the week concerned.

(ii) Employees engaged in continuous operations or on special shifts excluded from Section 5.01 (a) and (b) shall nevertheless, be entitled to payment at the overtime rate of double the employee's hourly rate for all authorized work performed on what amounts to any second day of rest in their schedule provided they have completed their regularly scheduled days of work and performed work on what amounts to any first day of rest in their schedule. Employees who have completed their regularly scheduled days of work but have not performed work on what amounts to any first day of rest in their schedule shall receive time and one-half their hourly rate for authorized work performed on what amounts to any second day of rest in their schedule.

(d) There shall be no duplication of pyramiding of overtime payment nor shall the same hours worked be counted as part of the normal work week and also as hours for which an overtime premium is payable.

5.03 Authorized work performed on a holiday defined in Section 6.01 (or on the day designated as such under Section 6.03 (a)) shall be paid at time and one-half for all hours worked. In addition, the employee shall be entitled to holiday pay in accordance with Section 6.01 and subject to Section 6.02.

5.04 Where an employee has left the College on the completion of his regular scheduled hours of work after which he is called back before the commencement of his next regular scheduled hours of work, he shall receive payment for all hours worked at the applicable overtime rate with a minimum guarantee for four (4) hours overtime at time and one-half of his regular rate of pay except to the extent that such period of four (4) hours overlaps or extends into his regular hours of work.

5.05 The parties to this Agreement recognize that College operations may require the performance of overtime work and that employees will co-operate in the performance of such work. The Colleges will attempt to advise employees of required overtime as far in advance as practicable and, in any event, will give notice of scheduled overtime required prior to the conclusion of the preceding work day except in circumstances beyond its reasonable control. The Colleges agree to attempt to distribute available overtime work as equitably as practicable amongst qualified employees in the work groups in which overtime work is required. Where advance notice of required overtime has not been given, the Colleges shall take into consideration legitimate requests of employees to be excused where the performance of overtime by such employees would cause undue hardship or serious inconvenience. Employees who have been excused on this basis shall be deemed to have worked such overtime for the purposes of considering equitable distribution. Where an employee claims improper distribution of overtime under these provisions and such claim is either agreed to or determined to be valid, the College's obligation shall be limited to offering such employee the next opportunity to perform scheduled overtime work in his work group that he is qualified and willing to perform.

5.06 The College will give as much advance notice as is practical with respect to changes in shift schedules except in circumstances beyond its control. The College further agrees that where major changes in shift schedules (including new shift schedules) are to be implemented, it will first discuss such changes with the Union College Committee.

5.07 Where an employee is required to work more than three (3) continuous hours on completion of his regular shift and has not been given notice of such overtime on the prior day or before he starts, he is entitled to a meal voucher not to exceed \$2.00. Where cafeteria facilities are not available, a meal allowance of up to \$2.50 on provision by the employee of a meal receipt.

Holidays

6.01 An employee who has completed thirty (30) calendar days of continuous service will receive his regular rate of pay for his normal scheduled hours (up to a maximum of eight (8) for the holidays set out following). It is understood, however, that employees who, as of the date of the observance of any of the holidays have not yet completed thirty (30) calendar days of continuous service but subsequently successfully complete (30) calendar days of continuous service shall nevertheless be entitled to holiday pay in accordance with the provisions herein.

New Year's Day
Good Friday
Victoria Day
Dominion Day
Civic Holiday
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day

Two (2) additional holidays shall be designated by the College (on at least thirty (30) days prior notice of the date of observance) following discussion with the Union College Committee.

In order to qualify for payment of the holiday earned, the employee must work the full scheduled hours of work on the work day immediately preceding the holiday and the full scheduled hours of work on the work day immediately following the holiday unless absent for all or part of such days for reasons satisfactory to the College.

(a) When a holiday or holidays as defined in Section 6.01 falls on a Saturday or Sunday the College shall designate the preceding Friday and/or Monday following as a substitute day off with pay except with respect to employees on other than a regular Monday to Friday schedule.

An employee whose regular schedule is other than Monday to Friday shall be entitled to a lieu day where a holiday as defined in Section 6.01 falls on his regular day off. Where such holiday falls on a regularly scheduled working day and the employee is required to work he shall be paid in accordance with Section 5.03 or, if he so elects, he shall receive one and one-half for all hours worked and in addition a lieu day off with pay. Where the employee is entitled to a lieu day or elects for a lieu day such day shall be designated by the College at a time satisfactory to the employee and acceptable to the College.

7.04 When a holiday falls within an employee's vacation period his vacation shall be extended by one day either at the beginning or end of this vacation unless the employee requests a lieu day off which is on a date satisfactory to the College.

Vacation

7.01 (a) An employee on the active payroll of the College who has completed one (1) years continuous service on June 30th, shall be granted three (3) weeks vacation with pay.

Effective for the vacation year 1977 and thereafter, an employee on the active payroll of the College who has completed 12 years continuous service on June 30 shall be granted four (4) weeks vacation with pay.

An employee on the active payroll of the College who has completed twenty-five (25) years continuous service on June 30th shall be granted five (5) weeks vacation with pay.

7.02 Vacation pay shall be computed on the basis of the employee's regular wages based on his normal hours of work. The pay which an employee would normally receive during his vacation period shall be paid prior to such vacation providing the employee makes a written request to the Personnel Office (or such other office as may be designated by the College concerned) at least thirty (30) days prior to the commencement of such vacation.

7.03 (a) in determining the period of continuous service of employees on the active payroll for the purpose of vacation entitlement:

(i) an employee's previous uninterrupted service with the College immediately prior to and consecutive with its establishment as a College of Applied Arts & Technology shall be included;

(ii) An employee who, for any reason, has less than twelve (12) full months of active employment during the one year period immediately prior to June 30th in any year, shall receive a lesser vacation with pay on a pro rata basis under the schedule of vacations set out in this Article, subject to any accumulation of service under Section 10.06.

(b) An employee whose employment is terminated subsequent to June 30th in any year shall receive a lesser vacation pay pro rated in accordance with the schedule of vacations set out in this Article.

7.04 Vacations shall be as scheduled by the College and normally taken during the period June to August. The College may, however, schedule vacations at any time and will consider requests by employees for vacations at other than the normal scheduled periods consistent with College staffing requirements. Where, in scheduling vacations in accordance with the foregoing, conflicts arise amongst employees as to their choice of vacation times consideration shall be given to the respective service of such employees, their vacation preferences in prior years and staffing requirements in the final determination of the vacation schedule.

Bereavement Leave

8.01 On the death of an employee's parent, spouse, child, brother, sister, mother-in-law, father-in-law, grandparent, grandchild or guardian, an employee shall be granted a leave of absence of one (1) or more days without loss of pay in order to attend at or make arrangements for the funeral, the duration of the leave to be at the discretion of the College.

Jury Duty and Witness Duty

9.01 An employee who is called for jury duty or who is subpoenaed as a Crown witness or witness in another proceeding which requires his attendance as a matter of civic or public duty will receive for each day of absence from work therefor, the difference between pay lost (computed at the employee's hourly rate for the number of normal hours the employee would otherwise have worked exclusive of overtime and other forms of premium pay) and the amount of jury fee or witness fee received, provided the employee furnishes the College with a certificate of service signed by the Clerk of the Court, showing the amount of fee received.

Leave of Absence

10.01 Leave of absence without pay may be granted by the College for legitimate personal reasons.

10.02 Leave of absence because of pregnancy shall be granted in accordance with the Employment Standards Act (Ontario).

10.03 Leave of absence with pay may be granted to employees to attend conventions, schools and seminars conducted by the Union. In addition, leave of absence with pay may be granted to employee representatives to attend meetings with College representatives and necessary related time off for the purposes of negotiating the renewal of this Agreement. Such leaves of absence shall not be unreasonably withheld recognizing the need of efficiency of operations of the College. The College will be reimbursed by the Union for such leaves of absence with pay so granted.

10.04 On request, in writing, leave of absence without pay may be granted to an employee at the time of the employee's legal adoption of a child. Such leave of absence shall not exceed six (6) weeks unless extended in writing by the College.

10.05 An employee shall be granted leave of absence without loss of regular earnings for a necessary time spent during regular working hours for the purpose of attendances to acquire his or her Indian Citizenship papers. Such leave(s) of absence shall not, in total, exceed the equivalent of one month and the College may require evidence of any necessary attendances during the regular working hours.

10.06 Seniority and service shall accumulate for all purposes under the Collective agreement for a period of up to but not exceeding four (4) calendar months during the term of this Agreement during any leave(s) of absence with or without pay granted pursuant to the provisions of this Agreement. This provision shall not apply in the case of probationary employees who shall be required to complete six (6) months of active employment to attain seniority unless waived by the College.

Seniority

11.01 An employee shall be on probation until he or she has completed six (6) months of employment with the College in any twelve (12) month period. On successful completion of the probationary period, the employee shall then be credited with six (6) months seniority and seniority thus acquired shall be exercisable in the manner set out in this Article.

11.02 When a College decides that circumstances require a reduction of personnel in any position within a classification as defined herein, the following provisions shall apply:

(A) probationary employees, if any, performing the work in question shall be first laid off;

(B) where the qualifications of employees who have completed their probationary period and who are affected by the reduction are relatively equal, their layoff shall be on the basis of seniority. Where in accordance with the foregoing, an employee would otherwise be laid off the following provisions shall apply in sequence:

where there is a vacant position, as defined in Article 18.03 (a), within a classification of equal maximum rate, the employee shall be assigned to such position, providing he is fully qualified to perform the work in question without training. An employee who is laid off in lieu of such assignment must do so, providing, within seventy-two (72) hours of receipt of notice of such assignment and shall be laid off. An employee assigned to a vacancy herein shall receive his rate and, for the purposes of further progression, if any, within the rate range, shall be deemed to have service within such position equivalent to his service in the position from which he was assigned;

where there is no vacant position, or where the employee is not qualified, under (i) above, the employee shall displace the *junior employee* in the position that he *last held* in the College, if any, providing he is fully qualified to perform the work in question without training and further providing he has greater seniority unless the employee elects to be laid off, in writing, within seventy-two (72) hours of receipt of notice of displacement rights;

An employee displaced under (ii)(a) above shall, providing he is fully qualified to perform the work in question without training and has greater seniority, displace the junior employee in the position that he last held in the College, if any, and failing displacement, shall be laid off;

An employee, displaced under (ii)(b) above shall be laid off;

where the employee has no displacement rights under (ii)(a) above, he shall be assigned to any vacant position (as defined herein) within a classification of lower maximum rate which he is fully qualified to perform without training. An employee who is laid off in lieu of such assignment must do so, providing, within seventy-two (72) hours of receipt of notice of such assignment and shall be laid off;

(iv)(a) where there is no vacant position, or where the employee is not qualified under (iii) above, the employee may displace the junior employee in any classification of equal or lower maximum rate in the College providing he is fully qualified to perform the work in question without training and providing he has greater seniority unless the employee elects to be laid off, in writing, within seventy-two (72) hours of receipt of notice of displacement rights. Where the employee does not displace herein, he shall be laid off;

(b) an employee displaced under (iv)(a) above shall, providing he is fully qualified to perform the work in question without training and has greater seniority, displace the junior employee in the position that he last held in the College, if any, and failing displacement, shall be laid off;

(c) an employee, displaced under (iv)(b) above shall then be laid off.

(C) an employee exercising displacement rights or assigned to vacancy under subsection (ii)(a), (b), (iii) and (iv)(a), (b) above shall receive the rate within the rate range for the position closest to but not exceeding his then current rate and for the purposes of further progression, if any, within the rate range, shall be defined to have service within such position equivalent to his service in his prior position;

(D) for the purposes of this Article, a vacancy is any position within a classification in which the College requires staffing and includes vacancies posted under Section 18.03 (a) in which a final selection has not been made by the College;

(E) when recalling employees and where the qualifications of those employees on layoff are relatively equal with respect to the work in question seniority shall apply.

11.03 Seniority shall be lost and employment deemed to be terminated if the employee:

(a) voluntarily quits;

(b) is discharged for cause, unless such discharge is reversed through the grievance procedure;

(c) is laid off for a period in excess of six (6) months if the employee has less than twelve (12) months continuous employment at the time of layoff or is laid off for a period in excess of twelve (12) months if the employee has twelve (12) months or more continuous employment at the time of layoff or is laid off for a period in excess of eighteen (18) months if the employee has two (2) years or more continuous employment at the time of layoff;

(d) overstates a leave of absence unless reason satisfactory to the College is given;

(e) utilizes a leave of absence for other than the reason for which such leave of absence was granted; or

(f) being laid off fails to notify the College of his intention to return to work within seven (7) days following mailing of a registered letter to his last recorded address with the College; or, having provided such notification, if the employee fails to return to work within ten (10) days from the date of mailing of such registered letter.

11.04 A person employed by the college who is transferred into the bargaining unit will be accorded full seniority based on length of service. It is understood, however, that for the purposes of the application of Section 11.02 supervisory personnel transferred into the bargaining unit shall be entitled to exercise only that portion of their seniority, if any, accumulated as an employee in the bargaining unit or what formerly was the bargaining unit.

11.05 The College shall prepare and send a copy of a seniority list showing the employee's seniority, classification and home campus every January and July to the Union Head Office and to the Local President of the College. An additional copy of such seniority list shall be made available for inspection by an employee on request. In addition to the foregoing, the College shall prepare every January and July a separate list in alphabetical order showing probationary employees covered by this Agreement and their date of hire. Copies of such additional list shall be available to the Union on request.

No Strikes and No Lockouts

12.01 The Union agrees there shall be no strike and the Council of Regents agrees there shall be no lockout, "Strike" and "Lockout" being defined in the Colleges Collective Bargaining Act, 1975.

College Meetings

13.01 The Union may appoint a Committee, College composed of up to three (3) members among employees who have completed the probationary period. At least two (2) of the members of the Committee shall be appointed on a regular basis. The third member may be appointed on an *ad hoc* basis where his knowledge or experience is relevant to discussions at meetings under this Agreement. Where a College has another Campus more than twenty miles away from the College's main establishment, with at least twenty (20) employees covered by this Agreement employed thereat, the Union may appoint a Campus Committee of up to two (2) members from employees on that Campus who have completed the probationary period. The President of the Local Branch of the Union shall automatically head the College or Campus Committee where he is located and he shall designate the employee to head the Committee at any other Campus locations referred to above. It shall be the responsibility of the Union to supply the College with the names of the members (and head of the College and/or Campus Committee(s)).

13.02 An equal number of college or campus officials will meet with the Union, College or Campus Committee at a mutually agreed time and place provided that either party requests a meeting. Such a meeting shall be held within seven (7) days of receipt of a request unless otherwise agreed upon. Notice of a request for a meeting shall be accompanied by an agenda of matters proposed to be discussed. It is agreed that matters subject to local discussion include:

(1) the local application of the Agreement;

(2) clarification of procedures or conditions causing misunderstanding or grievances;

(3) other matters which are mutually agreed upon.

It being understood that the College will continue to make reasonable provision for the safety, health and the environmental conditions of air, light, sound and temperature of employees' work areas in the College, a complaint of an employee concerning safety, health and the environmental conditions mentioned above shall be discussed at a meeting under this Section and not under the provisions of the Grievance Procedure.

agreed that meetings under this Section shall concern or entertain matters that are properly subject to meetings as provided in Section

Grievance Procedure

tions
(a) "Committee Secretary" means the Secretary to the Staff Affairs Committee of the Council of Unions;

"day" means a calendar day;

"Union" means the Ontario Public Service Employees Union;

"grievance" means a complaint in writing arising from the interpretation, application, administration or alleged contravention of this Agreement.

Dismissal and Suspension

Sections 14.03 and 14.04 apply to an employee covered by this Agreement who has completed his probationary period, it being understood that the dismissal or suspension of an employee during the probationary period shall not be the subject of a grievance.

3 An employee who claims he has been dismissed or suspended without just cause shall, within fifteen (15) days of the date he is advised in writing of his dismissal or suspension present his grievance in writing to the President commencing at Step No. 3 and the President, or his designee, shall convene a meeting and give the grievor and the Union steward his decision in accordance with the provisions of Step No. 3 of Section 14.05. A Union representative may be present at such meeting at the request of either the College or the Union.

4 If the grievor is not satisfied with the decision of the President, the grievor shall, within ten days of receipt of the President's decision by notice in writing to the Director of Personnel or as designated by the College, refer the matter to arbitration, as provided in this Agreement.

Working Conditions and Terms of Employment

14.05 It is the mutual desire of the parties hereto that complaints of employees be adjusted as quickly as possible and it is understood that if an employee has a complaint he shall discuss it with his immediate supervisor within fifteen (15) days of the occurrence or origination of the circumstances giving rise to the complaint in order to give his immediate Supervisor an opportunity of adjusting his complaint. The discussion shall be between the employee and his immediate Supervisor unless mutually agreed to have other persons in attendance. The immediate Supervisor's response to the complaint shall be given within five (5) days after the discussion with the employee.

Failing settlement of a complaint, it shall be taken up as a grievance in the following manner and sequence provided it is presented within five (5) days of the immediate supervisor's reply to the complaint:

Step No. 1: An employee shall present a signed grievance in writing to his immediate supervisor stating the nature of the grievance, the remedy sought and shall be sufficiently specific to identify the alleged violation(s) of the Collective Agreement. The immediate supervisor shall give the grievor his decision in writing within five (5) days following receipt of the grievance;

Step No. 2: If the grievor is not satisfied with the decision of his immediate supervisor, he shall present his grievance in writing within seven (7) days of the day he received the decision to the Department Head of the Department in which he is employed. The Department Head shall give his decision in writing to the grievor within seven (7) days of the presentation. It is agreed, however, that where an employee's immediate supervisor and his Department Head are one and the same person, this step shall be by-passed.

Step No. 3: (a) Where the grievor is not satisfied with the decision of the Department Head, he shall present his grievance in writing within seven (7) days of the date he received the decision to the President of the College concerned.

(b) The President or his designee shall convene a meeting concerning the grievance at which the grievor shall have an opportunity to be present, within fourteen (14) days of the presentation, and shall give the grievor his decision in writing within seven (7) days following the meeting.

14.06 In the event any difference arising from the interpretation, application, administration or alleged contravention of this Agreement has not been satisfactorily settled under the foregoing Grievance Procedure, the matter shall then, by notice in writing given to the other party within ten days (10) of the date of receipt by the grievor of the decision of the College Official at Step No. 3, be referred to arbitration as hereinafter provided.

14.07 (a) Any matter so referred to arbitration, including any question as to whether a matter is arbitrable, shall be heard by a Board of three (3) arbitrators composed of an arbitrator appointed by each of the College and the Union and a third arbitrator who shall be Chairman. The Chairman shall be selected from the following panel:

Professor G. J. Brandt
H. D. Brown, Esq.
Donald O'Shea, Esq.
Professor E. E. Palmer
Professor W. B. Rayner
J. F. W. Weatherill, Esq.

The Chairman shall be assigned either by agreement or, failing agreement, by lot. The parties may from time to time by mutual agreement add further names to such panel. Following selection of a Chairman, the College and the Union shall each appoint its arbitrator within ten (10) days thereafter and forthwith notify the other party and the Chairman. However, if the College and Union mutually agree prior to selection of a Chairman to arbitration by a sole arbitrator, he shall be selected from the panel as in the case of a Chairman and the other provisions referring to an arbitration board shall appropriately apply.

(b) No person shall be appointed as an arbitrator, member or chairman who is or was within six (6) months prior to his appointment an employee of the College or has within six months prior to his appointment acted as solicitor, Counsel, advisor, agent or representative of either of the parties or the College concerned. Any Chairman who declines to act on three (3) consecutive occasions shall be removed from the panel and a replacement selected by mutual agreement of the parties.

(c) The finding of the majority of the arbitrators as to the facts and as to the interpretation, application, administration or alleged contravention of the provisions of this Agreement shall be final and binding upon all parties concerned, including the employee(s) and the College.

(d) The arbitration board shall not be authorized to alter, modify or amend any part of the terms of this Agreement nor to make any decision inconsistent therewith nor to deal with any matter that is not a proper matter for grievance under this Agreement.

(e) The College and the Union shall each pay one-half the remuneration and expenses of the Chairman of the Arbitration Board and shall each pay the remuneration and expenses of the persons appointed as arbitrator.

(f) The arbitration board shall have those powers set out in the Colleges Collective Bargaining Act, 1985.

14.08 The Union shall have the right to file a grievance based on a difference arising directly out of the Agreement concerning the interpretation, application, administration or alleged contravention of this Agreement. However, such grievance shall not include any matter upon which an employee is personally entitled to grieve and the regular grievance procedure for a grievance peculiar to an individual employee shall not be by-passed. A Union grievance shall be presented in writing, signed by the Union President or his designee to the Director of Personnel or as designated by the College concerned within fourteen (14) days following the occurrence or origination of the circumstances giving rise to the grievance. The grievance shall then be processed in accordance with Step No. 3 of the grievance procedure.

9) The College shall have the right to file a grievance on a difference arising directly out of the Agreement concerning the interpretation, application, administration or alleged contravention of this Agreement. Such grievance shall be presented in writing, signed by the President or his designee to the Union President with a copy to the Local President of the College concerned within fourteen (14) days following the occurrence or origination of the circumstances giving rise to the grievance. The grievance shall then be processed in accordance with Step No. 3 of the grievance procedure with the appropriate changes. Failing settlement following Step No. 3 meeting, such grievance may be referred to arbitration providing such referral is within fourteen (14) days of the receipt of the Step No. 3 reply.

10) Where the grievance pertains to a number of Colleges, separate grievances shall be sent to the Directors of Personnel or designated persons of each College affected with copies to the Secretary of the Staff Affairs Committee. Failing settlement following the Step No. 3 meeting, such grievance may be referred to arbitration providing such referral is within fourteen (14) days of the receipt of the Step No. 3 reply.

11) Where a number of employees in any College have identical grievances and each employee would be entitled to grieve separately, they shall present a group grievance in writing signed by each employee to the Director of Personnel, or as designated by the College, within fifteen (15) days following the occurrence or origination of the common circumstances giving rise to the grievance commencing at Step No. 2 of the grievance procedure. The grievance shall then be treated throughout the balance of the grievance procedure as a single grievance.

General
12 (a) If the grievor fails to act within the time limits set out at any Step, the grievance will be considered abandoned;

(b) if an official fails to reply to a grievance within the time limits set out at any Step, the grievor may submit his grievance to the next Step of the grievance procedure;

(c) at any Step of the grievance procedure, the time limits imposed upon either party may be extended by mutual agreement;

(d) at a meeting at any Step of the grievance procedure, the employee may be represented by a Union steward if the employee desires such assistance; at Step No. 3 a Union Staff representative may be present at the request of either the College or the Union;

(e) the Arbitration Board may dispose of a grievance without further notice to any person who is notified of the Hearing and fails to appear;

(f) it is recognized that at some Colleges and/or Campuses there may be occasions when no stewards have been elected or selected. In such a case, the Colleges are prepared to recognize the attendance of a local Union Officer in place of the steward at meetings referred to in this Agreement. The Union agrees to notify each College of the stewards appointed or selected by it and the current local Union Officers;

(g) it is understood and agreed that the grievor and his steward or local Union Officer (as the case may be) where his presence is requested by the grievor, shall not suffer any loss of pay during regular working hours when required to leave their duties temporarily for the purpose of attendance at meetings under this Section. The Union acknowledges, however, that employees have their regular duties to perform and will not absent themselves without first obtaining permission from their immediate supervisor and reporting to their immediate supervisor upon return to their regular duties. In keeping with this understanding, permission to attend such meetings shall not be unreasonably withheld consistent with College operating requirements;

(h) an employee shall not be required to appear before a committee, board, or other investigating body to answer concerning his conduct or performance without first being given reasonable opportunity to be accompanied by an employee

representative if, as a result of his appearance, he may be subject to some written reprimand, assessment or penalty. However, this provision shall not be applicable when an employee is required to appear before his immediate supervisor (or in his absence the person acting in his stead) and/or Personnel Officer of the College to answer concerning his conduct or performance.

Classification Complaints

15.01 An employee who claims he has been improperly classified based on the duties and responsibilities to which he has been assigned and that he be properly classified to another classification within Appendix II may present a complaint in writing to his immediate supervisor. The supervisor shall give the employee his decision in writing within seven (7) days following receipt of the written complaint. It is understood that there shall be no retroactive payment prior to the date of presentation of a written complaint hereunder.

15.02 If the employee is not satisfied with the decision of his supervisor, he shall present his complaint in writing within seven (7) days of the date he received the decision to the College official designated responsible for classification complaints. Such College official shall arrange a meeting within two (2) weeks thereafter to permit the employee and a Union representative the opportunity of presenting representations in support of the complaint. A representative of the Staff Affairs Committee of the Council of Regents may be present at such a meeting upon the request of the College concerned. Within seven (7) days following such meeting, the College official shall give his decision in writing.

15.03 If the matter is not resolved under Section 15.02 above, the matter may be referred to arbitration, in accordance with the provisions of Article 14, by notice in writing given to the College within ten (10) days of the date of receipt by the grievor of the decision of the College official under Section 15.02.

15.04 Where the College determines, during the term of this Agreement, that a new classification not covered in Appendix II is required, the College will advise the Union of such new classification, the duties and responsibilities therein and the classifica-

tion rate before implementing the same. If requested, the College further agrees to arrange a meeting prior to the implementation of the new classification so as to permit the Union the opportunity of making representations with respect to such classification providing any such meeting shall not delay the implementation of the new classification for a period in excess of one month beyond the advice of the proposed classification.

Union Deductions

16.01 (a) Where an employee is a member of the Union and, pursuant to a written authorization from the employee, the membership dues are being deducted from his regular pay on December 1st, 1970, there shall continue to be deducted from the regular pay of the employee an amount equal to the regular monthly dues as authorized under the by-laws of the Union.

(b) Where an employee who was not a member of the Union before December 1st, 1970, signs a written authorization for the deduction from his regular pay of membership dues on behalf of the Union, there shall be deducted from the regular pay of the employee an amount per month as specified in Section 15.01 (a) above.

(c) There shall be deducted from the regular pay of every employee hired after December 1st, 1970 an amount per month as specified in Section 16.01

16.02 Section 16.01 shall have no application to an employee who is successful in satisfying the requirements of Section 54(2) of the Colleges Collective Bargaining Act 1975 as to his religious convictions or belief.

16.03 Any amounts so deducted shall, subject to Section 16.02, be remitted to the Union Head Office. The cheque shall be accompanied by a list of the employees from whom the deductions have been made (a copy of which shall be sent to the Local President) and forwarded not later than the 15th day of the month following the month in which such deductions have been made. The list of employees referred to herein shall be in alphabetical order by surname and shall include the employee's social insurance number.

es

Union notices that receive the prior approval of the College may be posted on notice boards designated by the College in appropriate locations and accessible to employees.

The Union will not distribute, post, cause or attempt to be distributed or posted on the College's property, for or on its behalf, any pamphlets, advertisements or political matter, cards, notices or other written material except with the prior permission of the College.

Insurance

Life Insurance

The Colleges agree, during the term of this Agreement, to pay 100% of the monthly premiums on the current basis life insurance plan to be implemented September 1st, 1974, to provide for term life insurance coverage of \$5,000. on the life of the employee and including a rider providing for the coverage for accidental death or dismemberment.

Ontario Health Insurance Plan

The Colleges agree, during the term of this Agreement, to pay 90% of the monthly premiums of the Ontario Health Insurance Plan in effect on the date of execution hereof subject to the payment of the balance of the monthly premium by employees through payroll deduction and subject to the eligibility requirements provided under such Plan.

Short Term Disability Income Plan

The Colleges agree, during the term of this Agreement, to continue the Short Term Disability Income Plan presently in effect, the details of which are published in the revised Group Benefit Program booklet.

The total cost of the Short Term Disability Income Plan will be paid in full by the Colleges. The Colleges will also establish the normal provisions and conditions as to benefit eligibility and coverage.

Long Term Disability Income Plan

(iv) The Long Term Disability Income Plan shall provide benefits of 66-2/3% of regular earnings. Details of the Plan are published in the revised Group Benefit Program booklet.

The Colleges shall pay 66-2/3% of the present premiums towards coverage of eligible employees under the amended Long Term Disability Income Plan subject to the payment of the balance of premiums by the employees through payroll deduction and subject to the eligibility requirements provided under such Plan. It is understood and agreed that employees eligible for and receiving disability payments under the Plan up to September 1st, 1974, shall continue to receive benefits under the original Plan providing for benefits of 60% of regular earnings so long as such disability continues and subject to the provisions of the original Plan.

Extended Health Benefits

(v) The Colleges agree during the term of this Agreement, to contribute 75% of the present premiums towards the current Extended Health Benefit Plan subject to the payment of the balance of the premium by employees through payroll deduction and subject to the eligibility requirements provided under such Plan.

(vi) Effective during the term of the agreement, each College shall provide for liability coverage of employee's liability while performing duties or tasks required and authorized by the College or customarily performed as part of the employee's duties.

General

19.01 Rest periods and any refreshment facilities required shall be as established from time to time by the College following discussion with the Union College Committee.

19.02 A copy of this Agreement shall be provided to each new employee following his date of hire. At the same time, the employee shall be advised as to the name of his steward or local Union Officer as the case may be.

19.03 (a) Notice will be posted of a vacancy in a classification covered by the Agreement for a period of at least three (3) days (and in the case of College Campuses away from the main campus, five (5) days and no employee shall be hired from outside the College until a position has been posted for the said three (3) or five (5) days. Such notice shall contain the classification, hourly rate range, current Campus location, current hours of work and an outline of the basic qualifications. Such notice shall be posted in appropriate locations accessible to employees.

(b) When a vacancy in the bargaining unit occurs and an employee within the bargaining unit has made application for the vacant position, the College will give proper consideration to the qualifications and experience of such applicant in relation to the requirements of the vacant position. All applications will be acknowledged and applicants who are interviewed will be notified if unsuccessful. No person outside the bargaining unit shall be hired until consideration has been given in accordance with the foregoing.

19.04 Performance appraisals, which are to be filed on the employee's record, shall be shown to the employee in advance. The employee may add his views to such appraisal before it is filed. Each employee shall receive a copy of any formal disciplinary notice to be placed in his personnel file.

19.05 (a) If the College decides to contract out work or services which are being performed by employees at the commencement date of this Agreement which will cause the layoff of employees covered by this Agreement, the College will notify the Union of the decision to contract out six (6) weeks prior to contracting out the work or services concerned.

(b) If requested by the Union within seven (7) days of the date of such notification, the College will give the Union an opportunity of a meeting with the College to discuss minimizing dislocation of employees caused by the contracting out. If such a meeting is requested by the Union, it shall be held within seven (7) days after the request.

(c) Employees being laid off because of the contracting out of work or services being performed shall be notified of the commencement date of this Agreement shall be notified in writing at least six (6) weeks in advance of the date of the layoff.

(d) Prior to a non-probationary employee being laid off, such employee shall have the right to exercise his College seniority under Section 11 of the Agreement to replace an employee in the unit for any related occupation for which he is qualified.

(e) An employee who has been laid off because of contracting out shall have the option of waiving the recall procedure provided he advises the employer in writing that he intends to exercise his option to waive the Recall Procedure at least two (2) weeks prior to the actual layoff, otherwise the Recall Procedure remains in effect. In the event that an employee laid off exercises his option to waive the Recall Procedure, as herein set out, he shall be entitled to severance pay based on one (1) week's pay at his current salary for each year of service deciding the amount of Severance pay required to be paid by the College, any pay in lieu of notice required to be paid under The Employment Standards Act or any gratuity payments paid on termination of employment based on unused attendance credits (sick leave credits), shall be deemed to be credit toward the severance pay entitlement under this paragraph (e). The intention of this provision is to avoid pyramiding of pay in lieu of notice under The Employment Standards Act, unused attendance credits (sick leave credits), and the severance pay requirements hereunder.

19.06 The current practices relating to the supply and maintenance of clothing or uniforms for employees shall continue during the term of this Agreement subject to any changes which shall be the subject of prior discussion between the College and the Union College Committee.

Mileage Allowance

20.01 An employee authorized to use his car on approved College business including travelling to assigned duties away from his accustomed work location, shall be paid mileage allowance in accordance with the following:

the first five thousand miles driven—at the 20¢ per mile for the part thereof in Northern and 19¢ per mile for the part in Southern

mileage driven over five thousand miles and fifteen thousand miles—at the rate of 15¢ per mile for the part thereof in Northern Ontario and 14¢ per mile for the part thereof in Southern

mileage driven over fifteen thousand miles—at the rate of 13¢ per mile for the part thereof in Northern Ontario and at the rate of 12¢ per mile for the part thereof in Southern Ontario;

boundary between Northern and Southern Ontario shall be:

Lake (Municipal) Road from Healy Lake east to its junction with Highway 612, to Highway

Highway 103 easterly to its junction with Highway

Highway 69 easterly to its junction with Highway

Highway 118 through Bracebridge to its junction with Highway 11;

Highway 11 northerly to its junction with Highway 11 at Huntsville;

Highway 60 easterly to its junction with Highway 62 at Gloosville Station;

Highway 62 to Pembroke;

Unnamed highways to be included in Northern Ontario;

For the purpose of this section all mileage out of Northern Ontario will be at the rates for Southern Ontario.

Amendment

This Agreement shall continue in full force and effect until the 31st day of August, 1977 and shall continue automatically thereafter for annual periods of one year each, unless either party notifies the other in writing that it desires to amend this Agreement. Such notice shall be in accordance with the Colleges Collective Bargaining Act and be accompanied by a statement of proposed amendments.

The parties shall meet within thirty (30) days of the giving of such notice.

EXECUTED at TORONTO, Ontario, this 20th day of December, 1976.

Appendix I

Persons excluded from the support staff bargaining unit represented by the Union described in the paragraph entitled "Recognition" include:

President
Vice-President
Business Administrator, Comptroller and/or Bursar
Registrar and/or Director of Admissions
Director of Student Affairs
Superintendent of Plant and Property
Executive Secretary to the Board of Governors
Treasurer
Assistant to the President
Assistant Registrar (but not ass't to Registrar)
Assistant Bursar (but not ass't to Bursar)
Purchasing Officer / Agent
Manager, Computer Centre
Office Manager
Bookstore Manager
Cafeteria Supervisor
Personnel Officer
Accountant
Budget Analyst
Head Bookkeeper (supervisory position)
Payroll and Personnel Clerk
Assistant Superintendent of Plant and Property
Building (Maintenance) Supervisor / Foreman
Supervisor / Foreman, Caretaking / Janitorial Services
Chief Engineer
Educational Resources Supervisor (Audio-Visual Supervisor)
Confidential Secretary to:
President
Vice-President
Assistant to President
Executive Secretary to the Board of Governors
Business Administrator, Comptroller, Bursar and/or Treasurer
Dean and/or Principal
Director of Extension and/or Manpower Training
Superintendent of Plant and Property
Personnel Officer

Appendix II (a)*Effective April 1, 1976*

<i>Classification</i>	<i>Start</i>	<i>6 mos.</i>	<i>1 yr.</i>	<i>2 yrs.</i>
Clerk 1, General	3.24	3.35	3.46	3.60
Clerk 2, General	3.99	4.14	4.27	4.42
Clerk 3, General	4.58	4.75	4.91	5.08
Clerk 4, General	5.13	5.33	5.50	5.69
Typist-Stenographer 1	3.38	3.48	3.61	3.73
Typist-Stenographer 2	3.87	4.00	4.15	4.28
Typist-Stenographer 3	4.15	4.28	4.43	4.60
Secretary 1	4.43	4.60	4.77	4.95
Secretary 2	4.77	4.95	5.13	5.33
Operator 1, Key Punch	3.24	3.35	3.46	3.60
Operator 2, Key Punch	3.99	4.14	4.27	4.42
Operator 3, Key Punch	4.15	4.28	4.43	4.60
Operator 1, Switchboard	3.87	4.00	4.15	4.28
Operator 2, Switchboard	4.21	4.36	4.52	4.69
Operator 1, Offset	3.73	3.87	4.00	4.15
Operator 2, Offset	4.60	4.77	4.95	5.13
Operator 3, Offset	5.23	5.42	5.63	5.84
Computer Operator 1	4.58	4.74	4.91	5.08
Computer Operator 2	6.13	6.35	6.59	6.84
Technician 1	3.90	4.05	4.19	4.32
Technician 2	5.04	5.23	5.42	5.63
Technician 3	6.24	6.48	6.72	6.97
Technologist 1	5.61	5.82	6.02	6.24
Technologist 2	7.09	7.37	7.64	7.95
Technologist 3	7.73	8.01	8.30	8.62
Library Technician 1	3.84	3.98	4.11	4.26
Library Technician 2	4.53	4.70	4.86	5.04
Library Technician 3	5.61	5.82	6.02	6.24
Nursing Assistant	4.86	5.04	5.23	—
Nurse, Health Centre	5.82	6.02	6.24	6.48
Senior Nurse, Health Centre	6.59	6.84	7.09	7.36
Driver	4.60	4.77	—	—
Bus Driver	4.91	5.08	5.28	—
Security Guard 1	4.60	4.77	—	—
Security Guard	4.81	4.99	—	—
Stationary Engineer 4th Class	5.36	5.56	—	—
Stationary Engineer 3rd Class	5.94	6.15	—	—
Stationary Engineer 2nd Class	6.59	6.84	—	—

<i>Classification</i>	<i>Start</i>	<i>6 mos.</i>	<i>1 yr.</i>	<i>2 yrs.</i>	<i>3 yrs.</i>
Maker 1	3.61	3.73	—	—	—
Maker 2	4.33	4.48	—	—	—
Maker 3	4.60	4.77	—	—	—
Maker 4	4.81	4.99	—	—	—
Assistant Cook	3.94	4.08	4.21	—	—
	4.53	4.69	4.85	—	—
Service Attendant	3.67	3.79	—	—	—
Men Helper	3.67	3.79	—	—	—
1, Supply	3.46	3.60	3.71	3.84	3.98
2, Supply	3.94	4.08	4.21	4.36	4.52
3, Supply	4.33	4.49	4.65	4.82	5.01
Maintenance Handyman	4.91	5.08	5.28	—	—
Plumber Journeyman	6.16	6.39	—	—	—
Primary School Assistant	4.53	4.70	4.86	5.04	5.23
Primary School Leader	5.13	5.30	5.50	5.69	5.90

Appendix II (b)

Effective April 1, 1977 until August 31, 1977

<i>Classification</i>	<i>Start</i>	<i>6 mos.</i>	<i>1 yr.</i>	<i>2 yrs.</i>	<i>3 yrs.</i>
Operator 1, General	3.45	3.56	3.67	3.81	3.92
Operator 2, General	4.20	4.35	4.48	4.63	4.79
Operator 3, General	4.79	4.96	5.12	5.29	5.49
Operator 4, General	5.34	5.54	5.71	5.90	6.12
Stenographer 1	3.59	3.69	3.82	3.94	4.08
Stenographer 2	4.08	4.21	4.36	4.49	4.64
Stenographer 3	4.36	4.49	4.64	4.81	4.98
Secretary 1	4.64	4.81	4.98	5.16	5.34
Secretary 2	4.98	5.16	5.34	5.54	5.71
Operator 1, Key Punch	3.45	3.56	3.67	3.81	3.92
Operator 2, Key Punch	4.20	4.35	4.48	4.63	4.79
Operator 3, Key Punch	4.36	4.49	4.64	4.81	4.98
Operator 1, Switchboard	4.08	4.21	4.36	4.49	4.64
Operator 2, Switchboard	4.42	4.57	4.73	4.90	5.06
Operator 1, Offset	3.94	4.08	4.21	4.36	4.51
Operator 2, Offset	4.81	4.98	5.16	5.34	5.52
Operator 3, Offset	5.44	5.63	5.84	6.05	6.27
Computer Operator 1	4.79	4.95	5.12	5.29	5.49
Computer Operator 2	6.34	6.56	6.80	7.05	7.30

<i>Classification</i>	<i>Start</i>	<i>6 mos.</i>	<i>1 yr.</i>	<i>2 yrs.</i>
Technician 1	4.11	4.26	4.40	4.53
Technician 2	5.25	5.44	5.63	5.84
Technician 3	6.45	6.69	6.93	7.18
Technologist 1	5.82	6.03	6.23	6.45
Technologist 2	7.30	7.58	7.85	8.16
Technologist 3	7.94	8.22	8.51	8.83
Library Technician 1	4.05	4.19	4.32	4.47
Library Technician 2	4.74	4.91	5.07	5.25
Library Technician 3	5.82	6.03	6.23	6.45
Nursing Assistant	5.07	5.25	5.44	—
Nurse, Health Centre	6.03	6.23	6.45	6.69
Senior Nurse, Health Centre	6.80	7.05	7.30	7.57
Driver	4.81	4.98	—	—
Bus Driver	5.12	5.29	5.49	—
Security Guard 1	4.81	4.98	—	—
Security Guard 2	5.02	5.20	—	—
Stationary Engineer 4th Class	5.57	5.77	—	—
Stationary Engineer 3rd Class	6.15	6.36	—	—
Stationary Engineer 2nd Class	6.80	7.05	—	—

Effective April 1, 1976

<i>Classification</i>	<i>Start</i>	<i>6 mos.</i>	<i>1 yr.</i>	<i>2 yrs.</i>	
Caretaker 1	3.82	3.94	—	—	—
Caretaker 2	4.54	4.69	—	—	—
Caretaker 3	4.81	4.98	—	—	—
Caretaker 4	5.02	5.20	—	—	—
Assistant Cook	4.15	4.29	4.42	—	—
Cook	4.74	4.90	5.06	—	—
Food Service Attendant	3.88	4.00	—	—	—
Kitchen Helper	3.88	4.00	—	—	—
Clerk 1, Supply	3.67	3.81	3.92	4.05	4.
Clerk 2, Supply	4.15	4.29	4.42	4.57	4.
Clerk 3, Supply	4.54	4.70	4.86	5.03	5.
Maintenance Handyman	5.12	5.29	5.49	—	—
Tradesman Journeyman	6.37	6.60	—	—	—
Nursery School Assistant	4.74	4.91	5.07	5.25	5.
Nursery School Leader	5.34	5.51	5.71	5.90	6.

Academic Employees 1966-1977

MEMORANDUM OF AGREEMENT, effective the
1st day of February, 1977.

BETWEEN:

ONTARIO COUNCIL OF REGENTS FOR COL-
LEGES OF APPLIED ARTS AND TECHNOLOGY
acting through its Staff Affairs Committee with
respect to and on behalf of Colleges of Applied Arts
and Technology established pursuant to the Depart-
ment of Education Act, R.S.O. 1960, c.94.

hereinafter referred to as the "College" or
"Colleges")

—and—

ONTARIO PUBLIC SERVICE EMPLOYEES UNION
(hereinafter referred to as the "Union")

Recognition

The Union is recognized as the exclusive col-
lective bargaining agency for all academic
employees of the Colleges engaged as teachers (in-
cluding teachers of Physical Education), counsel-
lors and librarians, all as more particularly set out in
Appendix I hereto save and except Chairmen,
Department Heads and Directors, persons above
Rank of Chairman, Department Head or Director,
positions covered by the Memorandum of Agree-
ment with the Ontario Public Service Employees
Union in the non-academic bargaining unit and
teachers, counsellors and librarians employed on a
full-time or sessional basis.

A "Part-time in this context shall include per-
sons who teach six hours per week or less."

B "Sessional in this context shall mean an
appointment of not more than twelve months dura-
tion in any twenty-four month period."

Relationship

The Colleges and the Union agree that there
shall be no intimidation, discrimination, interference,
constraint or coercion exercised or practised by
either of them or their representatives or members
because of an employee's membership or
non-membership in the Union or because of his
activity or lack of activity in the Union.

2.02 The Union further agrees that there will be no
solicitation for membership, collection of dues,
Union Executive or membership meetings or other
Union activities on the College premises, except as
specifically set out in this Memorandum or by
written permission of the College concerned, but
such permission shall not be unreasonably with-
held.

Salaries

3.01 The salary scales applicable to full-time
employees shall be as set out in Appendix I
attached hereto.

3.02 Determination of starting salaries and progres-
sion within the salary scales shall be in accordance
with the College's Classification Plans dated August
1975 and as set out in the "Guidelines for the
Implementation of Salary Adjustments and the Clas-
sification Plans" and the application to certain
present employees above the maximum scale shall
continue as set out in the "Guidelines" attached
hereto, which also sets out the terms of reference of
the Classification Review Committee and the Joint
Educational Classification Sub-Committee.

3.03 (a) Persons who teach thirteen hours or more
will be salaried, the salary range to be determined
according to the proportion that the individual's
part-time teaching load is to the average full-time
teaching load of the department of the particular
College concerned. (This pro-rating of salary does
not apply to any full-time teacher who for whatever
reason may at some time have a reduced teaching
duty of less than thirteen hours per week.)

Effective September 1, 1977 pro-rata salary pay-
ment under this section will be discontinued and the
salary scales as set out in Appendix I will apply to
persons teaching fourteen (14) hours or more on a
regular basis. Persons teaching over six (6) and up
to and including thirteen (13) hours on a regular
basis will be covered by paragraph (b) hereof and
Appendix II.

(b) Persons who teach over six (6) and up to and including twelve (12) hours per week (and effective September 1, 1977, up to and including thirteen (13) hours per week) on a regular basis shall be referred to as "partial-load" employees and shall not receive salary, vacations, holidays or fringe benefits (except for coverage of Workmen's Compensation and liability insurance) under this Memorandum and Appendix I but shall be paid for the performance of each teaching hour at an hourly rate within the range of hourly rates set out in Appendix II and in accordance with the other provisions of Appendix II.

It is recognized that a full-time teacher who may be assigned by the College to an instructional assignment of less than fourteen (14) hours per week shall continue to be paid on the basis of salary rather than on an hourly rate except as may occur through the application of Article 8, Seniority, or as may be mutually agreed between the employee and the College.

Instructional Assignments

4.01 The Colleges will establish teaching schedules that adhere to the following:

Group 1

(Academic
Post
Secondary)

- 19 Maximum teaching hours per week
- 700 Maximum Teaching hours per year
- 180 Maximum contact days per year

Group 2

- 21 Maximum teaching hours per week
- 900 Maximum Teaching hours per year
- 775 Maximum teaching hours for Nursing per year
- 190 Maximum contact days per year

The maximum teaching hours per week shall be determined on a rolling average for a period not exceeding three months.

Each contact day (being a day in which one or more teaching hours occur) or part thereof assigned by the College and performed in excess of the annual maximum number of contact days for the Group concerned as set out above shall be paid on the basis of 1/180th of the employee's annual salary for Group 1 and 1/190th of the employee's annual salary for Group 2, provided, however, payments for work in excess of time limits will not be pyramided.

4.02 (a) Recognizing the unique characteristics of each College, the diversity of programmes and instructional techniques and the consequent need for a variety of individual assignments, the parties agree that within three (3) weeks following the publishing of instructional assignments in September the College Instructional Assignment Committee consisting of (6) persons (three (3) persons to be appointed from each party and to include the College President or Senior Administrative Academic Officer) shall report to:

- (i) consider the application of Section 4.01 to instructional assignments across the Colleges;
- (ii) resolve apparent inequitable instructional assignments;
- (iii) consider a claim by an individual that his instructional assignment is inequitable.

The Committee shall in its considerations have regard to such variables affecting assignments as:

- (a) nature and number of subjects to be taught;
- (b) level of teaching and business experience of the faculty and availability of technical and other resource assistance;
- (c) necessary academic preparation and student contact;
- (d) examination marking and assessing responsibilities;
- (e) size of class;
- (f) instructional mode(s);
- (g) assignments ancillary to instructional activities.

Previously assigned schedules;

Other assignments;

Necessary excessive travel time between assignments.

A majority decision of the College Committee shall be binding upon the parties and the employee concerned.

If the teacher's complaint is not resolved by the Committee, he may file a grievance as to the action of Section 4.01 within ten (10) days of receiving the Committee's decision referred to in paragraph (b) above and refer the grievance to arbitration as referred to in Section 9.03.

The academic year shall be ten (10) months in length and shall, to the extent it be feasible in the various Colleges to do so, be from 1st September to following 30th June. The academic year shall in no event permit year round operation and where a College determines the needs of any programme or otherwise, then the scheduling of a member in one or more of the months of July and August shall be on a consent or rotational basis.

The assigned hours of work for librarians and counsellors shall normally be thirty-five (35) hours per week but shall not be formally assigned in excess of thirty-five (35) hours per week.

The parties agree that no college shall circumvent the provisions of this Article by arranging for unreasonable teaching loads on the part of persons who are excluded from or not included in the academic bargaining unit.

During the teaching schedule, employees shall accept any employment, consulting or teaching assignment outside the College except with the prior written consent of this Department Head.

Where the Colleges require the performance of work beyond the limits herein established, the Colleges shall provide any such employee with proper work facilities during such period.

Vacations

5.01 A member of the teaching faculty who has completed one full academic year's service with the College shall be entitled to a vacation of two months as scheduled by the College, except that a member assigned to teach for an additional month (11th month) over the normal teaching schedule of the equivalent to ten months as part of a continuous twelve month programme, shall be entitled to a vacation of one month, as scheduled by the College. Such member shall also receive a bonus of ten percent of the employee's annual salary for the additional eleventh month of teaching assignment to be paid on completion of such assignment. A member assigned to teach in the eleventh month for less than a full month will be entitled to a pro-rata amount of the ten percent bonus referred to above to be paid on completion of such assignment.

A member of the teaching faculty teaching in a continuous programme shall not be required to teach for more than twelve consecutive months without a scheduled vacation of at least one (1) month.

It is understood that the above provisions for vacations are not intended to prohibit Colleges from scheduling non-teaching periods at Christmas and New Year's, or at any other mid-term break.

5.02 A librarian or counsellor who has completed one (1) year's service with the College shall be entitled to a vacation of twenty-two (22) working days as scheduled by the College and to an additional working day of vacation for each additional year of completed service up to an aggregate of thirty (30) working days. If a librarian or counsellor, as a result of local practice at a College, has been receiving greater vacation benefits than as provided in the foregoing, such benefits shall continue for the duration of this Memorandum.

5.03 In scheduling vacations, the College will take into consideration the maintenance of proper and efficient staffing of College programmes and operations and the requests of employees and will notify employees of their vacation period at least four weeks prior to the commencement of the vacation period concerned. It is understood that following notification of vacation periods, vacation schedules may be changed in circumstances beyond the College's control or by mutual agreement.

Holidays

6.01 An employee will be granted the following holidays on the day on which the holiday occurs or is celebrated by the College without reduction of salary;

New Year's Day	Civic Holiday
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Dominion Day	Christmas Day
	Boxing Day

Two holidays specified by the College upon at least thirty days prior notice being given by the College of the date of observance.

6.02 When a holiday as defined in Section 6.01 falls within the vacation period of a member of the academic staff teaching an eleventh month as referred to in Section 5.01, a counsellor or a librarian, he shall be granted an additional day off at a date designated by the College.

6.03 When a holiday as defined in Section 6.01 falls on a Saturday or Sunday, the College shall designate a day in lieu thereof.

Management Functions

7.01 The Union acknowledges that it is the exclusive function of the Colleges to:

- (a) maintain order, discipline and efficiency;
- (b) hire, discharge, transfer, classify, assign, appoint, promote, demote, lay-off, recall and suspend or otherwise discipline employees subject to the right to lodge a grievance in the manner and to the extent provided in this Agreement;
- (c) generally to manage the College and, without restricting the generality of the foregoing, the right to plan, direct and control operations, facilities, programmes, courses, systems and procedures, direct its personnel, determine complement, organization, methods and the number, location and classification of personnel required from time to time, the number and location of campuses and facilities, services to be performed, the scheduling of assignments and work, the extension, limitation, curtailment or cessation of operations and all other rights and responsibilities not specifically modified elsewhere in this Agreement.

7.02 The Colleges agree that these functions will be exercised in a manner consistent with the provisions of this Agreement.

Seniority

8.01 (a) A full-time employee will be on probation until he has completed the probationary period which shall be two years' continuous employment.

(b) Effective September 1, 1976, the probationary period shall also consist of twenty-four (24) full months of non-continuous employment (in part or of at least one (1) full month each) in a forty-eight (48) calendar month period. For this purpose the period after September 1, 1975 shall be considered and no prior employment or calendar period shall be taken into account or credited. However, an employee's continuous service acquired in accordance with the provisions of the previous agreement as at August 31, 1976 for the period back to September 1, 1975 shall count as continuous employment or months of non-continuous accumulated employment for the purpose of this Section.

For the purpose of this paragraph, effective September 1, 1976, a calendar month in which an employee completes fifteen (15) or more days of employment shall be considered a "full month".

(c) During the probationary period an employee will be informed in writing of his progress at intervals of six (6) months continuous employment or six (6) full months of accumulated non-continuous employment and a copy given to him. Also, it is understood that an employee may be released during the first five (5) months of continuous employment or five (5) full months of accumulated non-continuous employment for the commencement date of his employment upon at least thirty (30) calendar days' written notice and during the remainder of his probationary period upon at least ninety (90) calendar days' written notice.

(d) Upon the completion of his probationary period, a full-time employee shall be credited with two (2) years' seniority. An employee who commenced full-time employment with the College directly from the College's predecessor educational institutions shall be credited for the purpose of Article with seniority equal to his continuous service in such predecessor institutions.

(a) It being understood that the release of an employee during the probationary period shall not be subject of a grievance under the Grievance Procedure, an employee who has completed his probationary period and is discharged for cause shall not be subject to a grievance in the manner and to the extent provided in the Grievance Procedure.

An employee being discharged who has completed his probationary period shall be notified in writing by the College President or the person(s) he designates for that purpose. When the reasons for discharge of the employee are not such as to warrant immediate discharge, the College will give the employee (90) calendar days' written notification.

Resignation

An employee shall resign by giving at least (90) calendar days written notice to the College. Failing which (and unless otherwise agreed between the employee and the College), he shall receive the minimum vacation payment to which he is entitled under applicable legislation in lieu of any vacation pay or credit to which he is entitled under the Memorandum of Agreement.

When a College decides to layoff one or more employees who have completed the probationary period, the following procedure shall apply:

(a) The College will notify the College Academic Council and the President of the staff reduction;

(b) Within seven calendar days of receipt of such notification, the College and Union Committees shall meet for the purpose of the College advising of the circumstances surrounding the decision to reduce staff and for the parties to discuss the basis of the College's selection of the employees affected and the alternative assignments considered by the College;

(c) The Union shall have the right to have a staff representative(s) of the Union present at meetings of the College under subsection (b) in which the College shall have the right to have an equal number of additional representatives of the Union attend such meetings. However, the attendance of additional persons pursuant to this paragraph shall not cause any delay in the meetings contemplated hereunder or the notice to the individual's affected by the staff reduction;

(d) Following such meeting, written notice of layoff of not less than ninety calendar days duration shall be given to employees being laid off and, if requested by the employee, a College representative will be available to meet with the employee within three calendar days to discuss the basis of the College selection of the employees affected, including alternative assignments considered by the College.

8.05 When the College decides to layoff one or more employees who have completed the probationary period, the following placement and displacement provisions shall apply to full-time employees. It is understood that in the application hereof the College retains the right to determine the employees who will most effectively and efficiently carry out the objectives, operations, programmes and purpose of the College consistent with the following:

(a) an employee will be re-assigned within the College to a vacant full-time position in lieu of being laid off if, in the assessment of the College which shall not be exercised arbitrarily or unreasonably, the employee has the competence, skill, experience and suitability to perform the full requirements of a vacant position;

(b) failing placement under paragraph (a) above, such employee shall be re-assigned to displace another full-time employee in the same classification provided that:

(i) in the College's assessment, which shall not be exercised arbitrarily or unreasonably, the displacing employee has demonstrated in his employment with the College the competence, skill, experience and suitability to fulfill the requirements of the position at least equal to the employee being displaced;

(ii) the employee being displaced has lesser seniority with the College.

(c) failing placement under paragraph (b) above, such employee shall be re-assigned to displace a full-time employee in another classification upon acceptance of the identical employment conditions as the classification concerned provided that:

(i) in the College's assessment, which shall not be exercised arbitrarily or unreasonably, the displacing employee has demonstrated in his employment with the College the competence, skill, experience and suitability to fulfill the requirements of the position at least equal to the employee being displaced;

(ii) The employee being displaced has lesser seniority with the College.

(d) failing placement under paragraph (c) above, such employee shall be re-assigned to displace a partial-load employee (as referred to in Appendix II) or a part-time employee upon acceptance of the identical employment conditions as the partial-load or part-time employee concerned provided that:

(i) in the College's assessment, which shall not be exercised arbitrarily or unreasonably, the displacing employee has demonstrated in his employment with the College the competence, skill, experience, and suitability to fulfill the requirements of the position at least equal to the employees being displaced;

(ii) the partial-load or part-time employee being displaced has lesser months of service with the College as determined in both Appendix II and IV than such displacing employee's months of seniority;

(e) failing placement under paragraph (d) above, such employee shall be re-assigned to displace a sessional employee upon acceptance of the identical employment conditions as the sessional employee concerned provided that:

(i) in the College's assessment, which shall not be exercised arbitrarily or unreasonably, the displacing employee has demonstrated in his employment with the College the competence, skill, experience and suitability to fulfill the requirements of the position at least equal to the employee being displaced.

8.06 (a) Before hiring full-time employees, a person who has been laid off under Section 8.05 will be recalled to his former or another full-time position, provided that in the assessment of the College, which shall not be exercised arbitrarily or unreasonably, he has demonstrated in his employ-

ment with the College the competence, skill, experience and suitability to fulfill the full requirements of the position concerned. Such recall entitlement shall apply during the period of two years from date of layoff.

(b) If more than one employee is entitled to a position under paragraph (a) above, and the competence, skill, experience and suitability demonstrated with the College of the persons relatively equal in the assessment of the College which shall not be exercised arbitrarily or unreasonably, the person with the greater seniority will be recalled.

8.07 (a) In January of each year the College shall prepare and post College seniority lists of all full-time employees showing the employee's classification, division and seniority as determined pursuant to this Article. Such College Seniority lists shall also be sent to the Union Local President.

(b) Such list shall be posted for at least two weeks and the information contained therein shall be considered correct for all purposes unless the employee disputes its accuracy within such two week period by filing written notice thereof with the College;

(c) If an error is established subsequent to the period referred to in paragraph (b) above, the error shall not render the College liable in any manner for actions based thereon;

(d) The Union Local shall be advised of the date on which an employee completes the probationary period.

8.08 An employee claiming improper layoff contrary to the provisions of this Agreement shall state the name of the employee in the grievance who the grievor claims he should displace and shall be entitled to grieve under only one of sub-paragraph (b), (c), (d) or (e) of Section 8.05 and against only one full-time employee or two or more partial-load or part-time employees. The time limit referred to in Section 9.02 for presenting complaints shall apply from the date written notice of layoff is given to employee.

8.09 Extension and Continuing Education programmes and courses which are not included in the regular assignment of full-time employees are excluded from the application of this Article for its purposes.

seniority shall be lost and employment terminated if:

an employee is discharged and he is not reinstated through the grievance or arbitration process;

a person is laid off for more than twenty-four months;

an employee resigns or leaves the employ of the College;

a person on layoff fails to return to the College's employ in accordance with the notice of recall;

a person utilizes a leave of absence for other than the reason for which the leave of absence is granted;

a person fails to return upon the completion of a leave of absence except for reasons satisfactory to the College.

A full-time employee shall continue to accumulate seniority for the purpose of this Article while he is in the College's active employ;

an employee absent for up to three (3) months through illness or on leave of absence;

an employee on sabbatical leave for up to twelve (12) months.

In addition to the posting of notice of other job openings which the College may decide to post, there will be posted of jobs covered by this Agreement which the College advertises outside the College in a newspaper or trade journal. Such a notice shall be posted for at least five (5) days in order to give an application to be filed.

The layoff of employees arising from a strike by employees in the support staff bargaining unit shall require notice as set out in Sections 8.02 and 8.05. Section 8.05 shall not apply thereto provided the layoff of employees is in a uniform manner. A seasonal employee shall have his employment extended over the period and shall be credited with seniority as at the date of layoff.

(a) A person who has been in a position that is covered by the Agreement and has been or is assigned a position with the College outside the Agreement will be credited with and continue to accumulate seniority for the purpose of this Agreement while in the employ of the College.

(b) Employment with the College in a position ordinarily outside the bargaining unit in the course of which teaching, counselling or library assignments have been undertaken in the College (other than on an unusual or isolated basis) shall count in computing seniority of persons hired by the College in positions outside the Agreement. Such seniority shall be credited in the proportion that the teaching, counselling or library assignment is of a full time assignment based on one-quarter, one-half or three-quarters of a month of seniority for each full month's employment.

8.15 (a) In the event of a recall being made by the College, the College shall advise the Local president of the names and classifications of the persons recalled;

(b) During the last week of September, January and May the College shall notify the Local president of all personnel covered by the Agreement hired since the last notification, together with the location and Division or Department concerned. At such times, the College shall also include notification of all hirings of personnel assigned to perform work of the nature of that performed by the members of the bargaining unit provided that the extent of such work is in excess of twenty hours per month and except as to persons employed in extension and continuing education.

Grievance Procedure

9.01 Sections 9.01 to 9.05 inclusive apply to an employee covered by this Agreement who has been employed continuously for at least the preceding six months.

Complaints

9.02 It is the mutual desire of the parties hereto that complaints of employees be adjusted as quickly as possible and it is understood that if an employee has a complaint, he shall discuss it with his immediate Supervisor within fifteen (15) days of the occurrence or origination of the circumstances giving rise to the complaint in order to give his immediate Supervisor an opportunity of adjusting his complaint. The discussion shall be between the employee and his immediate Supervisor unless mutually agreed to have other persons in attendance. The immediate Supervisor's response to the complaint shall be given within five (5) days after the discussion with the employee.

Grievances

9.03 Failing settlement of a complaint, it shall be taken up as a grievance in the following manner and sequence provided it is presented within five (5) days of the immediate Supervisor's reply to the complaint:

Step No. 1:

An employee shall present a signed grievance in writing to his immediate Supervisor setting forth the nature of the grievance, the surrounding circumstances and the remedy sought. The immediate Supervisor shall arrange a meeting within five days of the receipt of the grievance at which the employee, the Union steward, if the steward so requests, the Dean of the Division and the immediate Supervisor shall attend and discuss the grievance. The immediate Supervisor and Dean will give the grievor and the Union steward their decision in writing within five (5) days following the meeting. If the grievor is not satisfied with the decision of his immediate Supervisor and Dean, he shall present his grievance in writing at Step 2 within ten (10) days of the day he received such decision;

Step No. 2:

The grievor shall present his grievance to the President of the College concerned. The President or his designee shall convene a meeting concerning the grievance, at which the grievor shall have an opportunity to be present, within fifteen (15) days of the presentation, and shall give the grievor and the Union steward his decision in writing within ten (10) days following the meeting. In addition to the Union steward, a Union staff representative shall be present at the meeting herein if requested by the employee, the Union or the College. The President or his designee may have such officials or counsel attend as he deems necessary.

In the event any difference arising from the interpretation, application, administration or alleged contravention of this Agreement has not been satisfactorily settled with the foregoing Grievance Procedure, the matter shall then, by notice in writing given to the other party within ten (10) days of the date of receipt by the grievor of the decision of the College official at Step No. 2, be referred to arbitration as hereinafter provided.

9.04 (a) Any matter so referred to arbitration, including any question as to whether a matter is arbitrable, shall be heard by a Board of three arbitrators composed of an arbitrator appointed by each of the College and the Union and a third arbitrator who shall be Chairman. The Chairman shall be selected from the following panel:

Dean David Johnson
Howard D. Brown, Esq.
Donald O'Shea, Esq.
Professor E.E. Palmer
Professor W.B. Raynor
Professor G.J. Brandt
J.F.W. Weatherill, Esq.

Representatives of the council and the Union shall meet monthly to review the matters referred to arbitration and agree to the assignment of a Chairman to hear each of the grievances. The Chairman shall be assigned either by agreement or failing agreement, by lot. The parties may from time to time by mutual agreement add further names to such panel. Following selection of a Chairman by the College and the Union shall each appoint its arbitrator within ten days thereafter and forthwith inform the other party and the Chairman. However, if the College and Union mutually agree prior to selection of a Chairman to arbitration by a sole arbitrator shall be selected from the panel as in the case of a Chairman and the other provisions referring to arbitration board shall appropriately apply.

(b) No person shall be appointed as an arbitrator who is or was within six months prior to his appointment an employee or is or has within six months prior to his appointment, acted as solicitor, counsel, advisor, agent or representative of either of the parties or the College concerned. Any Chairman who declines to act on five (5) consecutive occasions shall be removed from the panel and a replacement selected by mutual agreement of the parties.

(c) The finding of the majority of the arbitrators to the facts and as to the interpretation, application, administration or alleged contravention of the provisions of this Agreement shall be final and binding upon all parties concerned, including the employee(s) and the College.

(d) The arbitration board shall not be authorized to alter, modify or amend any part of the terms of this Agreement nor to make any decision inconsistent therewith nor to deal with any matter that is not a proper matter for grievance under this agreement.

The College and the Union shall each pay half the remuneration and expenses of the Chairman of the Arbitration Board and shall each pay the remuneration and expenses of the person it appoints as arbitrator.

a) If the grievor fails to act within the time set out at any Step, the grievance will be considered abandoned;

If an official fails to reply to a grievance within the limits set out at any Step, the grievor may submit his grievance to the next Step of the grievance procedure;

At any Step of the grievance procedure, the limits imposed upon either party may be extended by mutual agreement;

At a meeting at any Step of the grievance procedure, the employee may be represented by a Union Steward if the employee desires such assistance;

The Arbitration Board may dispose of a grievance without further notice to any person who is summoned to the Hearing and fails to appear;

Where the Arbitration Board determines that a disciplinary penalty or discharge is excessive, it may substitute such other penalty for the disciplinary discharge as it considers just and reasonable in the circumstances;

It is understood that nothing contained in this Agreement shall prevent an employee from presenting personally his grievance up to and including a meeting by the Arbitration Board without reference to any other person. However, a Union Steward may be present as an observer, commencing at Step 1, if the steward so requests;

The College and the Union shall each keep the grievor advised in writing of the names of its respective representatives authorized to act on its behalf throughout the Grievance Procedure.

Dismissal
9.06 It being understood that the dismissal of an employee during the probationary period shall not be the subject of a grievance, an employee who has completed his probationary period may lodge a grievance in the manner set out in sections 9.07 and 9.08.

9.07 An employee who claims he has been dismissed without cause shall, within fifteen (15) days of the date he is advised in writing of his dismissal, present his grievance in writing to the President commencing at Step No. 2 and the President shall convene a meeting and give the grievor and the Union Steward his decision in accordance with the provisions of Step 2 of Article 9.03.

9.08 If the grievor is not satisfied with the decision of the President, the grievor shall, within ten (10) days of receipt of the President's decision by notice in writing to the College, refer the matter to arbitration, as provided in this Agreement.

Group Grievance

9.09 In the event that more than one employee is directly affected by one specific incident and such employee would be entitled to grieve, a group grievance shall be presented in writing by the Union signed by such employees to the Director of Personnel or as designated by the College within fifteen (15) days following the occurrence or origination of the circumstances giving rise to the grievance commencing at Step No. 1 of the Grievance Procedure. Two grievors of the group shall be entitled to be present at meetings in Step 1 or 2 unless otherwise mutually agreed.

Union Grievance

9.10 The Union shall have the right to file a grievance based on a difference directly with the College arising out of the Agreement concerning the interpretation, application, administration or alleged contravention of the Agreement. Such grievance shall not include any matter upon which an employee would be personally entitled to grieve and the regular grievance procedure for personal or group grievance shall not be by-passed except where the Union establishes that the employee has not grieved an unreasonable standard that is patently in violation of this Agreement and that adversely affects the rights of persons in the bargaining unit.

Such grievance shall be submitted in writing by the Union Grievance Officer at Head Office or a Local President to the Director of Personnel or as designated by the College, within fifteen (15) days following the expiration of the fifteen days of the occurrence or origination of the circumstances giving rise to the grievance commencing at Step No. 1 of the Grievance Procedure set out above.

College Grievance

9.11 A college shall have the right to file a grievance with respect to the interpretation, application, administration or alleged contravention of the Agreement. Such grievance shall be presented in writing signed by the President or his nominee, to the Union at the College concerned with a copy to the Union Grievance Officer within fifteen (15) days following the occurrence or origination of the circumstances giving rise to the grievance, commencing at Step 2. Failing settlement at a meeting held within fifteen (15) days of the presentation of the grievance, the Union shall give the College its written reply to the grievance in ten (10) days following the meeting. Failing settlement, such grievance may be referred to the Arbitration Board within fifteen (15) days of the date the College received the Union's reply.

Definitions

9.12 (a) "Committee Secretary" means the Secretary to the Student/Staff Affairs Committee of the Council of Regents;

(b) "day" means a calendar day;

(c) "Union" means the Ontario Public Service Employees Union;

(d) "grievance" means a complaint in writing arising from the interpretation, application, administration or alleged contravention of this Agreement.

Union Deduction

10.01 There shall be an automatic deduction of the regular monthly dues from the salaries of those employees on whose behalf such dues are presently being deducted.

10.02 The equivalent of the regular monthly membership dues shall also be deducted from the salaries of all new employees.

10.03 Dues shall be deducted upon the receipt of written authorization from any other employee present.

10.04 Regular monthly membership dues shall be the amount established in accordance with the Union's Constitution and By-laws and may include a regular uniform amount for the Union Local. An amount has also been established in accordance with the Union's Constitution and By-laws. The Union shall advise the College in writing of the amount (including the Union Local portion) to be deducted. The amount to be deducted shall be a uniform, regular amount for full-time employees and a lesser uniform regular amount for partial-load employees.

10.05 The amount so deducted shall be remitted to the Union Head Office and the Local Treasurer. The appropriate amounts in accordance with the Agreement shall be subject to the conditions set out in Ontario Regulations, particularly paragraph 4 of Ontario Regulations 403/69. The cheques shall be accompanied by a list of the names and locations of employees from whom the deductions have been made.

10.06 The Union agrees to indemnify and keep the College harmless from any claim by an employee arising out of the deduction arrangements set out in this Article.

Union Business

11.01 That up to a maximum of five (5) persons shall be released from duty for sufficient time to engage in Arbitration Board Hearings or Provincial Union Committee Meetings for members thereof, and Union conventions for elected delegates thereof (which may include seminars or conferences) shall be considered by the College concerned with their individual merit(s)), provided such release does not in the opinion of the President, interfere with the efficient operation of the College.

11.02 The regular salary, pensions, sick leave insurance and other fringe benefits of persons released from duty under Section 11.01 shall continue to be paid by the College, and the Union shall reimburse the College for the salary portion thereof.

(a) The parties agree as to the desirability of a fully acceptable basis for reduced teaching or assignment of a full-time person who has completed his probationary period for the purpose of assigning employees and the Local in the administration of this Agreement and the business directly related thereto. The parties also agree that it is desirable that such basis be mutually resolved at the college level by the College and Union Local Committees in order to take into account variations

in the philosophical desirability of any teaching or work assignment reduction having regard to the local structure of its officers and their function; the distribution of employees at the various campuses concerned and the distances involved together with the other physical characteristics and organization of the College concerned.

In recognition that resolution locally as provided to in (a) above may not be possible for a variety of reasons, the parties agree to the following for reduction in teaching or work assignments to facilitate assistance to employees and the Local administration of this Agreement and the less directly pertinent thereto:

In each College of 400 or less full-time persons in the academic bargaining unit, there shall be one unit of reduction that would otherwise have been assigned from 3 to 5 teaching hours per week in the case of a teacher;

In each College of more than 400 full-time persons in the academic bargaining unit, there shall be two units of reduction that would otherwise have been assigned of from 3 to 5 teaching hours per week in the case of a teacher;

In the case of a librarian or counsellor, one unit of reduction shall be 9 hours of work assignment.

4 (a) The President of OPSEU shall advise the College President by June 1 of each year of the person or persons to have a reduced teaching or work assignment pursuant to the provisions of (a) or (b) above and the College shall arrange the reduction as provided herein effective for the academic

year commencing September 1 subject to the availability of a suitable replacement or substitute for the person(s) concerned and the efficient operation of the College.

(b) The regular salary, pensions, sick leave, insurance and other fringe benefits of persons with a reduced teaching or work assignment pursuant to Section 11.03 above shall continue to be paid by the College and the Union shall reimburse the College for the salary portion thereof.

(c) It is agreed that such persons when active in Union business shall not hinder or interfere with College assignments and the regular performance of employee(s) duties and responsibilities and shall co-operate with College officials in this objective.

11.05 On or prior to commencement of employment, each new employee shall be provided with a copy of this Agreement, and the names and addresses of the Union Local executive if supplied to the College by the Union Local.

College Meetings

12.01 The Union may appoint a Committee at each College composed of up to three (3) members from among employees who have completed the probationary period. Where a College has another Campus more than twenty miles away from the College's main establishment, with at least twenty (20) employees covered by this Agreement employed thereat, the Union may appoint a Campus Committee of up to three (3) members, two (2) of whom shall be from employees on that Campus who have completed the probationary period.

12.02 A Committee of three (3) members appointed by the College or Campus officials will meet with the Union College or Campus Committee at a mutually agreed time and place provided that either party requests and gives at least seven (7) days prior notice accompanied by an agenda of matters proposed to be discussed. It is agreed that matters to be the subject of discussion at meetings include:

- (i) the local application of this Memorandum of Agreement;
- (ii) clarification of procedures or conditions causing misunderstanding or grievances, and,
- (iii) other matters which are mutually agreed upon.

It is understood that the College will continue to make reasonable provision for the safety, health and the environmental conditions of air, light, space and temperature of employee's work areas in the College. A complaint of an employee concerning safety, health and the environment conditions mentioned above shall be discussed at a meeting under this Section and not under the provisions of the Grievance Procedure.

It is agreed that meetings under this Section shall not concern or entertain matters that are properly the subject of meetings as provided in Section 25.02.

12.03 Where it is considered mutually desirable that the Union Local and the College set out in writing the resolution of a matter as to the local application of this Agreement or clarification of procedures or conditions causing misunderstanding or grievances as referred to in sub-paragraph (i) or (ii) above, such resolution may be signed by the parties and apply for the specific terms agreed upon but, in any event, shall not continue beyond the term of this Agreement as currently in effect.

Copyright

13.01 Except as may be otherwise mutually agreed between the employee and the College, a work produced by an employee for the purpose of advancing the attainment of the educational objectives of the College or produced with College resources shall be and remain the property of the College. Other works produced by an employee on his own time shall be and remain the property of the employee. Nothing contained herein shall adversely affect any rights an employee may have under the Copyright Act (Canada) and in particular Section 12(3) thereof.

Leave of Absence

14.01 Both parties to this Agreement recognize the over-riding professional responsibility to the students. Leaves of absence as provided in this Article will therefore be scheduled where possible to ensure a minimum of disruption to the educational programmes of the College. Reasonable notice shall be given to the department head concerned.

14.02 Leave of absence without pay may be granted by the College for legitimate personal reasons.

14.03 Leave of absence because of pregnancy shall be granted in accordance with the Employment Standards Act (Ontario).

14.04 Leave of absence without pay on the birth of a child shall be granted for a period of less than 6 weeks if requested by an employee. Any other period as may be mutually agreed.

14.05 Leaves of absence for personal reasons, including sick leave and special leave in extenuating personal circumstances may be granted at the discretion of the College without loss of pay.

14.06 On the death of an employee's spouse, parent, child, brother, sister, father-in-law, mother-in-law, grandparent or grandchild, an employee in order to attend or arrange the funeral, an employee shall be granted leave of absence of one or more days without loss of pay, the duration of the leave to be at the discretion of the College.

14.07 An employee required to appear for jury duty or served with a subpoena to appear in Court as a witness shall not have his regular salary reduced for the period concerned subject to payment to the College by the employee of the cost of jury duty or witness fees received. The employee must notify his immediate Supervisor immediately upon receipt of notice of selection for jury duty or subpoena requiring his appearance as a witness. The College may require the employee to furnish a certificate of service from an officer of the Court before making payments under this Section. In order to qualify for payment hereunder the employee will report to the College for work during those regular hours of work or assignment that he is not required to attend the Court.

Sabbatical Leave

A Sabbatical Leave of Absence may be granted by the College, subject to the condition that the academic employee return to the College upon termination of the Sabbatical Leave, provided:

The academic employee has been a member of the faculty of the College concerned for a period of less than six years;

A suitable substitute can be obtained;

The purpose of the leave is for college-approved academic or industrial pursuits; and the leave will normally be for a period of 12 months;

Conditions are that the academic employee, upon termination of the Sabbatical Leave, will return to the College granting the leave for a period of at least one year failing which, he shall repay the College all salaries and fringe benefits received by him on Sabbatical Leave;

The salary paid to the academic employee will be based on the following scale except as otherwise mutually agreed;

100% of his normal salary after six years of continuous employment with the College concerned, increasing to 120% per year of additional service to a maximum of 160% of his normal salary after ten years.

It is understood that the College's payment is subject to reduction if the aggregate of the employee's payment and compensation or payments from other sources during the period, exceeds the amount of the employee's normal salary.

Applications for Sabbatical Leave will be submitted, in writing, to the Chairman of the Department at least six months prior to the commencement date.

All applicants will be notified, in writing by the Chairman, as to the disposition of their application for Sabbatical Leave.

An applicant who is denied Sabbatical Leave will be notified in writing of the reasons for the denial.

Strike and No Lock-out

1. The Union agrees there shall be no strike and the Council of Regents agrees there shall be no lock-out, "strike" and "lock-out" being as defined in the Colleges Collective Bargaining Act, 1975.

Benefits

Basic Life Insurance Plan

17.01 The Colleges agree to continue the present Group Basic Life Insurance Plan to provide term insurance coverage of \$5,000 on the life of the employee and to pay the full premium for employees covered thereby and subject to the eligibility requirement thereof.

Supplemental Life Insurance Plan

17.02 Commencing when arrangements have been completed with the insurance carrier, the Colleges agree to amend the present Supplemental Life Insurance Plan to provide term insurance coverage of \$30,000 for employees without dependent(s) and \$60,000 for employees with dependent(s) for employees requesting such coverage.

The Colleges agree to pay the premium for the first \$10,000 of coverage for employees without dependent(s) and the first \$20,000 of coverage for employees with dependent(s) for employees covered by such Plan subject to the payment of the balance of the premium by the employee through payroll deduction.

Long-Term Income Protection Plan

17.03 The employees shall pay the full premium of the present Long-Term Income Protection Plan, the benefit level to be sixty percent (60%) of basic monthly earnings.

Ontario Health Insurance Plan

18.01 The Colleges agree to pay ninety percent (90%) toward the premium of the Ontario Health Insurance Plan for employees covered thereby subject to the payment of the balance of the premium by the employee through payroll deduction and subject to the eligibility requirements of the Plan.

18.02 The Colleges agree to pay ninety percent (90%) toward the premium of the Extended Health Plan for employees covered thereby subject to the payment of the balance of the premium by the employee through payroll deduction and subject to the eligibility requirements of the Plan.

Workmen's Compensation

19.01 All employees shall be covered by Workmen's Compensation.

Liability Insurance

20.01 Each College shall arrange liability insurance coverage of employee's liability, while performing duties or tasks required and authorized by the College or customarily performed as part of the employee's duties.

Mileage Allowance

21.01 An employee authorized to use his car on approved College business including travelling to assigned duties away from his accustomed work location shall be paid mileage allowance in accordance with the following:

(a) for the first five thousand miles driven—
at the rate of 20¢ per mile for the part thereof in Northern Ontario and 19¢ per mile for the part thereof in Southern Ontario;

(b) for mileage driven over five thousand miles and up to fifteen thousand miles—at the rate of 15¢ per mile for the part thereof in Northern Ontario and 14¢ per mile for the part thereof in Southern Ontario;

(c) for mileage driven over fifteen thousand miles—at the rate of 13¢ per mile for the part thereof in Northern Ontario and at the rate of 12¢ per mile for the part thereof in Southern Ontario;

(d) the boundary between Northern and Southern Ontario shall be—

Healy Lake (Municipal) Road from Healy Lake easterly to its junction with Highway 612; to Highway 103; Highway 103 easterly to its junction with Highway 69; Highway 69 easterly to its junction with Highway 118; Highway 118 through Bracebridge to its junction with Highway 11; Highway 11 northerly to its junction with Highway 60 at Huntsville; Highway 60 easterly to its junction with Highway 62 at Killaloe Station; Highway 62 to Pembroke; the above named highways to be included in Southern Ontario;

(e) For the purpose of this section, all mileage outside of Ontario will be at the rates for Southern Ontario.

Personnel Records

22.01 Performance appraisals, including work progress reports referred to in Section 8.01, are to be filed on the employee's record, shown to the employee in advance. The employee may add his views to such appraisal before filed. Each employee shall receive a copy of disciplinary notice to be placed in his personnel file. Access of an employee to his file containing performance appraisals, records of educational achievement and disciplinary notices shall be subject of discussion under Article 12.02 if requested.

No Discrimination

23.01 (a) The parties agree that, in accordance with the provisions of the Ontario Human Rights Act, there shall be no discrimination against any employee by the Union or the Colleges, by reason of race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin.

(b) It is understood that nothing contained above limits the right of an employee to grieve in accordance with the grievance procedure set forth in Article 9 hereof.

Anti-inflation Act

24.01 In accordance with the law, the provisions of this Agreement are subject to the provisions of the Anti-Inflation Act and shall be amended to conform with the decision of or to receive the approval of the Anti-Inflation Board. Pending the decision or approval of the Board, the Colleges shall implement increases in "total compensation" not to exceed the arithmetic guidelines amount of total compensation in accordance with the Anti-Inflation Board's direction as to increases prior to approval. In the event of a reduction in the increase in "total compensation" by reason of a ruling of the Anti-Inflation Board, the parties will meet to discuss the application of the reduction in compensation in order to receive approval.

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his Memorandum shall take effect coming on the date of signing and shall have no retroactive effect or application (except as to the schedule as set out in Appendix I effective as of September 1, 1976) and shall continue in full force and effect until the 31st day of August, 1977, and shall continue automatically thereafter for successive periods of one year each unless either party notifies the other in writing in January 1977 that it intends to amend this Memorandum.

Negotiations shall begin within thirty (30) days following notification for amendment as provided above. Proposals having application to an individual College only which the parties to this Memorandum agree are appropriate for discussion at meetings directly between a College Committee of members (as appointed under Section 12.01) shall be held at mutually agreed dates during the period of one month following receipt of the notification referred to in Section 25.01. Failing settlement of such proposal(s) may then be included as matters for discussion in the negotiations between the parties of this Memorandum.

Witnessed at TORONTO, Ontario this 15th day of February 1977.

Appendix I

SALARY SCALES

Effective September 1, 1976

Teaching Masters and Counsellors

1 (a) The salary maximums are established in terms of relevant formal education levels and equivalencies as listed below:

Minimum: \$13,000

Step 1	13,775	
Step 2	14,550	
Step 3	15,325	
Step 4	16,100	
Step 5	16,875	
Step 6	17,650	*mid-point for Step 12
Step 7	18,425	*mid-point for Steps 13 and 14
Step 8	19,200	*mid-point for Steps 15 and 16
		Maximum starting salary for Step 12 qualifications
Step 9	19,975	Maximum starting salary for Step 13 qualifications
Step 10	20,750	Maximum starting salary for Step 14 qualifications
Step 11	21,525	Maximum starting salary for Step 15 qualifications
Step 12	22,300	Maximum salary - No formal post-secondary diploma, certificate or degree
		Maximum starting salary for Step 16 qualifications
Step 13	23,075	Maximum salary - 1 year post-secondary certificate
Step 14	23,850	Maximum salary - 2 year CAAT Diploma or Certified Journeyman
Step 15	24,625	Maximum salary - 3 year CAAT Diploma or General Pass University Degree
Step 16	25,400	Maximum salary - 4 years Honours University Degree or more or CGA P.Eng., CA, or RIA

*The mid-points equal the step value of the maximum step attainable divided by two, and rounded to the next higher step where the quotient is not an integer.

Note—Formal educational qualifications not specified above will be subject to evaluation by the Joint Educational Qualifications Sub-Committee

ALLOWANCES—TEACHING MASTERS

Senior College Master Allowance

Those employees receiving a Senior College Master Allowance will continue to be allowed to exceed the applicable maximum by an amount not to exceed \$2,000.

Co-ordinator Allowance

Those employees who are designated as Co-ordinators will receive an allowance equal to one or two steps on the appropriate scale. Such allowance will be in addition to the individual's salary.

(b) *Instructors*

Minimum:	\$11,100	
Step 1	11,875	
Step 2	12,650	
Step 3	13,425	
Step 4	14,200	
Step 5	14,975	*mid-point of range
Step 6	15,750	
Step 7	16,525	maximum starting salary
Step 8	17,300	
Step 9	18,075	
Step 10	18,850	

*The mid-point equals to step value of the maximum step attainable divided by two.

(c) *Librarians*

Librarian 1

Minimum:	\$13,450	
Step 1	14,225	
Step 2	15,000	
Step 3	15,775	*mid-point of range
Step 4	16,550	maximum starting salary
Step 5	17,325	
Step 6	18,100	

Librarian 2

Minimum:	\$15,750	
Step 1	16,525	
Step 2	17,300	
Step 3	18,075	*mid-point of range
Step 4	18,850	maximum starting salary
Step 5	19,625	
Step 6	20,400	

*The mid-point equals the step value of the maximum step attainable divided by two.

2. Annual increments to the mid-point are based upon experience, at the rate of one step for each completed year on-the-job experience. Above the mid-point but not beyond the maximum, one step will be granted where performance in the previous year was satisfactory.

Appendix II

Partial-load Employees

1. (a) As referred to in Section 3.03 (b) of the Agreement, a partial-load employee is defined as a teacher who teaches more than six (6) and less than twelve (12) hours per week (as in effect September 1, 1977, up to and including thirteen (13) hours per week) on a regular basis.

(b) A partial-load employee shall not receive salary, vacations, holidays or fringe benefits (except for coverage of Workmen's Compensation and Disability Insurance) but shall be paid for the performance of each teaching hour at an hourly rate in the following range:

Minimum—\$ 9.00 per hour.

Maximum—\$23.00 per hour.

It is understood that there is no entitlement to retroactive payment prior to January 1, 1977.

(c) Consistent with the increase in range minimum and maximum rate from the previous Agreement dated September 17, 1975, a partial-load teacher employed during the term of that Agreement and still employed for a period after January 1, 1977 to teach the same instructional assignment shall be entitled to the increase to the range of \$1.00 per hour.

2. It is agreed that Article 8 has no application to partial-load teachers except as referred to in Section 8.05 (d) and Section 8.15 (b). Such partial-load teachers may be released upon two (2) weeks' written notice and shall resign by giving two (2) weeks' written notice.

3. For the purpose of determining the service of a partial-load teacher under Section 8.05 (d), a partial-load teacher will be entitled to credit for service from September 1, 1977 (but not earlier than the basis of one-half (1/2) month's credit for each full month of service up to January 1, 1977 and thereafter on the basis of one-half (1/2) month's

for each calendar month in which the teacher teaches thirty (30) hours or more.

Beginning January 1, 1977 a partial-load teacher who completes twelve (12) months of employment with the College in a period of twenty-four (24) calendar months shall have credited in each subsequent month of employment an equivalent amount to the regular monthly salary dues for partial-load employees in accordance with Article 10 of the Agreement. In determining eligibility for deductions, only the period beginning January 1, 1976 shall be considered and no months of employment or calendar period shall be taken into account or credited. For this purpose, "month of employment" is defined as a calendar month in which the partial-load teacher teaches thirty (30) hours or more.

Appendix III

Partial Employees

A sessional employee is defined as a full-time employee appointed on a sessional basis for up to twelve (12) full months of continuous or discontinuous accumulated employment in a twenty-four (24) calendar month period. Such sessional employee may be released upon two (2) months' written notice and shall resign by giving two months' written notice.

In determining the employment and calendar period under paragraph (a) above, only the period beginning January 1, 1976 shall be considered and no months of employment or calendar period shall be taken into account. Also, an employee's continuous employment acquired in accordance with the provisions of the previous Agreement as at August 31, 1976 shall count back to January 1, 1976, shall count as continuous employment or months of continuous accumulated employment for the purpose of such paragraph.

If a sessional employee is continued in employment for more than the period set out in paragraph (a) above, he shall be considered as having completed the first year of his two (2) year probationary period and thereafter covered by the provisions of the Agreement. The balance of an employee's probationary period shall be twelve (12) full months of continuous or discontinuous accumulated employment during the immediately following twenty-four (24) calendar month period.

Appendix IV

In the administration of Section 8.05 (d) and for that purpose only, a part-time employee shall be considered to have service based on one-quarter (1/4) month's credit respectively for each full month of employment with the College.

Guidelines

1. A teacher or counsellor being paid a salary rate in excess of Step 16 on August 31, 1976 pursuant to Section 2(f) of the Guidelines attached to the previous Agreement, will have this salary increased effective as of September 1, 1976 so that his new salary rate will exceed Step 16 as of such date by the same amount as in effect under the previous Agreement.

An instructor or librarian being paid a salary rate in excess of Step 9 or Step 6 respectively on August 31, 1976 will have his salary increase effective as of September 1, 1976 so that his new salary rate will exceed Step 9 or Step 6, as the case may be, as of such date by the same amount as in effect under the previous Agreement. If an instructor's salary rate so calculated is less than Step 10, the salary rate for Step 10 shall apply.

2. The Colleges renew the commitment that faculty members classified as Teaching Masters will not be reclassified as Instructors, except through the application of Article 8, Seniority.

3. For Teaching Masters and Counsellors, the applicable maximum is the Step on the scale reflecting their individual qualifications. For Instructors and Librarians, the applicable maximum is the maximum salary for their classification. However, in the application of (1) above, the salary rate of an employee may exceed his maximum, in which case the higher rate will prevail for the term of this Agreement.

Joint Educational Qualification Subcommittee

4. The parties agree to the establishment of a Joint Educational Qualification Sub-Committee to consider and rule on further formal educational qualifications for the purpose of maximum salary level identification under the salary scale for Teaching Masters and Counsellors. Such Committee shall be composed of three representatives of the Union and Council of Regents respectively and shall decide the Committee's procedure. Any further qualification must be agreed to by the representatives of both the Council of Regents and the Union and shall be in writing.

Classification Review Committee

5. (a) The Classification Review Committee to be established to conduct a system-wide study of the functions and duties for which Instructors are employed or performing or which Instructors may or should be employed or performing. On the basis of such study, the Committee is to consider the possible formulation of a new Instructor classification definition if there proves to be a necessity for two functional classifications and if the present instructor classification proves to be inappropriate.

(b) The implementation and reclassification aspects of the Committee's decision will be separated from the substance of the issue and therefore the appropriate time frame for completion of any reclassification shall take place prior to August 31, 1977 and will not necessarily take place thereafter at a uniform date across the Colleges but not later than a date specified by the Committee.

(c) The Classification Review Committee shall be composed of Professor Kenneth P. Swan as Chairman and one person nominated by each of the Union and the Council, who shall be selected from other than their bargaining Committees. Each party shall pay the remuneration and expenses of its own appointee and one-half the remuneration and expenses of the Chairman. The Committee shall decide its own procedure and will hear oral or written representations. Its decision shall be final and binding on the parties and the employees.

(d) The Statutory Powers Procedures Act, 1971 does not apply to proceedings of this Committee.

Ontario Regulation 859/76

Regulation to Revoke Ontario Regulation 576/72 Made Under The Ministry of Colleges and Universities Act, 1971

1. Ontario Regulation 576/72 is revoked.

Ontario Regulation 860/76

Regulation to Amend Regulation 169 of Revised Regulations of Ontario, 1970 Made Under The Ministry of Colleges and Universities Act

1. Subsection 4 of section 3 of Regulation 169 of Revised Regulations of Ontario, 1970 is revoked and the following substituted therefor:

(4) A member appointed under clause a or b of subsection 2 is eligible for reappointment so long as he does not serve continuously on the board of governors for more than eight years, but on the expiration of two years after having served continuously for eight years a person may again be eligible for appointment to the board of governors.

2. Subsection 2 of the section 6 of the said Regulation, as amended by Ontario Regulation 506/76 is revoked and the following substituted therefor:

(2) A board of governors shall, no later than a date specified by the Council of Regents, submit to the Council of Regents for the approval of the Minister, a multi-year plan containing such data and in such format as the Council of Regents may require.

3. Section 12 of the said Regulation is revoked and the following substituted therefor:

12. Except for programs of instruction conducted under subsection 5 of section 6 of The Ministry of Colleges and Universities Act, 1971, the Minister shall establish certificates and diplomas of standing and shall award such certificates and diplomas upon the recommendation of the board of governors and the Council of Regents and, where no certificates or diplomas are established for programs of instruction, the board of governors may issue certificates of standing.

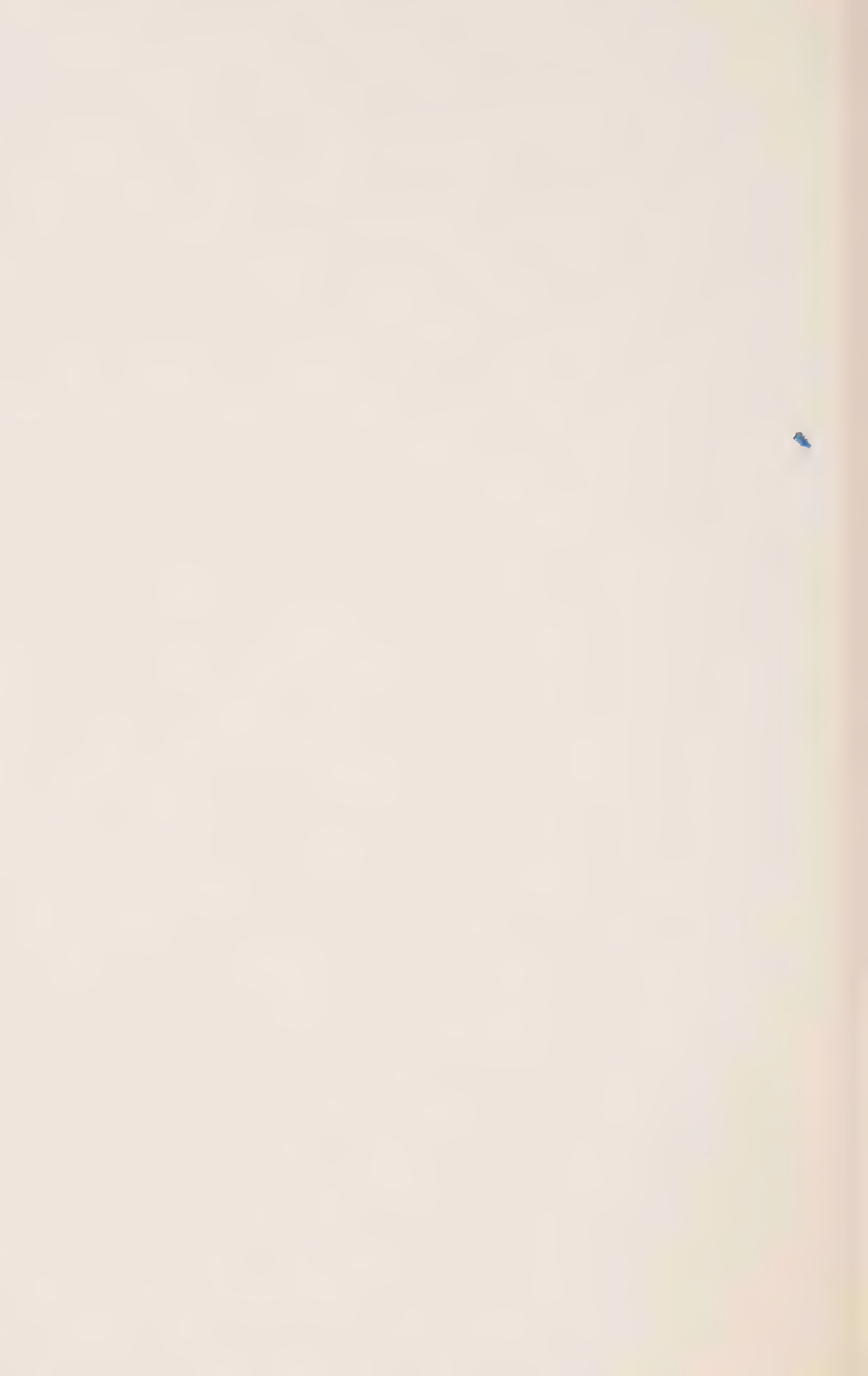
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The Ontario
Council of
Regents
for
Colleges of
Applied Arts
and
Technology

1977-78

Annual
Report





The Ontario Council of Regents for Colleges of Applied Arts and Technology



Ontario

Ministry of
Colleges and
Universities

ANNUAL REPORT

APRIL 1, 1977 to MARCH 31, 1978

Mowat Block, Queen's Park
Toronto, Ontario M7A 1C8

April, 1978

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Letter of Transmittal

March 31, 1978.

*The Honourable Harry T. Parrott, D.D.S.
Minister of Colleges and Universities
6th Floor, Mowat Block
Queen's Park
Toronto, Ontario.*

Dear Dr. Parrott:

*On behalf of the Ontario Council of Regents for
Colleges of Applied Arts and Technology, I have
the honour to present a report of the activities of
the Council for the period from April 1, 1977 to
March 31, 1978.*

*Inasmuch as the year has been one of change
with the retirement of Mr. N.A. Sisco, I would like
to acknowledge his significant contribution to the
achievements of this Council and similarly acknowledge the dedicated assistance of Mr. L.M. Johnston who most capably served as acting chairman in the transition period.*

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Norman E. Williams", with a long horizontal flourish extending to the right.

Norman E. Williams,
Chairman.

Members of the Council of Regents - 1977/1978

Mr. N.A. Sisco
Markham, *Chairman until June 30, 1977*

Mr. L.M. Johnston
Belleville, *Acting Chairman, October 1/77 -
December 31/77 (1978)*

Mr. N.E. Williams
Toronto, *Chairman from January 1, 1978*

Mrs. H.E. Black
Sault Ste. Marie (1980)

Mr. J.A. Cousineau
Timmins (1980)

Mrs. H.E. Finley
Kingston (1978)

Dr. W.H. Gerhart
Parry Sound (1978)

Dr. C.M. Johnston
Thunder Bay (1980)

Mrs. C. Lavigne
Cornwall (1979)

Miss J.C. Macdonald
Toronto (1978)

Mr. J.D. MacFarlane
Mississauga (1978)

Mr. D.D. McGeachy
London (1979)

Mr. H. Nokes
Peterborough (1979)

Mr. D.N. Omand
Toronto*

Mr. J.A. Turner
Mississauga (1978)

Mr. G.R. Wooll
Niagara-on-the-Lake (1978)

Miss A. Zonneveld
Cambridge (1979)

Mr. J.W. Hazelton
Executive Secretary until January 31, 1978

Ms. J.A. Poglitsch
Executive Secretary from January 1978

Note:
Members' current terms expire on December
of the year shown in parentheses.

**Cross appointment from the Industrial Training
Council.*

Members of Standing Committees 1977-1978

Executive Committee

N.A. Sisco, *Chairman*
 E. Williams, *Chairman*
 L.M. Johnston, *Acting Chairman*
 D. MacFarlane, *Vice Chairman*
 H.E. Black
 J.C. Macdonald
 G.R. Wooll
 J.W. Hazelton, *Secretary*

Administrative Affairs Committee

J.C. Macdonald, *Chairman*
 A. Cousineau
 L.M. Johnston
 L.W. Anderson, *Secretary*

Program Committee (Business, Applied Arts, Social and Health Services)

H.E. Black, *Chairman*
 H.S. Finley
 L.M. Johnston
 D.N. Omand
 G. DeMetra, *Secretary*

Program Committee (Technical)

G.R. Wooll, *Chairman*
 D.D. McGeachy
 S.A. Zonneveld
 H.D. Judd, *Secretary*

Student and Staff Affairs Committee

J.D. MacFarlane, *Chairman*
 W.H. Gerhart
 H. Nokes
 C. Lavigne
 J.A. Turner
 J.M. Lynch, *Secretary*

Members of Special Committees 1977-1978

College Financing Committee

Mr. L.M. Johnston, *Chairman*
 Mr. G.R. Wooll
 Mr. F. Quaife, St. Lawrence College
 Dr. A. Tombalakian, Cambrian College
 Mr. J. Porter, Sheridan College
 Dr. G.E. Willey, Durham College
 Mr. J. Humber, Ministry of Colleges and
 Universities
 Mr. E.L. Kerridge, Ministry of Colleges and
 Universities
 Dr. J.L. Richards, Ministry of Colleges and
 Universities
 Mr. L.W. Anderson, *Secretary*
 Mrs. L.J. Batter, *Secretary*

Pension Consultative Committee

Mr. H. Nokes, *Chairman*
 Mr. L.M. Johnston
 Mr. J. Brodie, Humber College
 Mr. W. McLeod, Cambrian College
 Mr. J. Sontrop, Loyalist College
 Mr. T. Theobald, George Brown College
 Mr. D. Barron, Ontario Municipal Employees'
 Retirement Board
 Mr. R. Hinds, Ministry of Colleges and
 Universities, *Secretary*

Long Range Policy Planning Committee

Mr. J.A. Turner, *Chairman*
 Mr. N.A. Sisco
 Dr. C.M. Johnston
 Mrs. C. Lavigne
 Mr. J.W. Hazelton, *Secretary*

Subcommittees of the Council of Regents

In addition to the standing committees of its own members and the special committees listed elsewhere, the Council of Regents has established a number of subcommittees for special purposes. These include the Provincial Consultative Committees which advise on the educational programs of the colleges, and the Staff Affairs Committees which advise on various aspects of staff relations and which carry out the collective bargaining with the representatives of the academic and support staff bargaining units.

The Council is most appreciative of the contribution of time and effort by the busy people who serve on these subcommittees without recompense. The success of the Colleges of Applied Arts and Technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Staff Affairs Committees

Academic Negotiating Committee

Mr. J. Hamilton, Algonquin College
Mr. K.E. Hunter, Conestoga College
Mr. G. Lamont, Sir Sandford Fleming College
Mr. G.R. Lawson, Sault College
Mr. J.M. Lynch, Ministry of Colleges and Universities
Mr. T. Norton, Humber College
Mr. P. Pass, Georgian College
Mrs. G. Zubyk, Ministry of Colleges and Universities
Mr. F. Hamilton, *Counsel*

Support Staff Negotiating Committee

Mr. B. Beetles, George Brown College
Mr. M. Bryson, Confederation College
Mr. H. Gilchrist, Ministry of Colleges and Universities
Mr. G. Lamorie, Canadore College
Mr. J.M. Lynch, Ministry of Colleges and Universities
Mr. P. Meyers, Fanshawe College
Mrs. G. Zubyk, Ministry of Colleges and Universities
Mr. T. Storie, *Counsel*

Insurance Committee

Mr. D. Avery, Mohawk College
Mr. C. Bennet, Canadore College
Mr. J. Brodie, Humber College
Mr. R. Hinds, Ministry of Colleges and Universities, *Secretary*
Mr. G. LaRose, Niagara College
Mr. D. Simmons, Mohawk College
Mr. J. Sontrop, Loyalist College
Mr. D. Stouffer, Ministry of Government Services
Mr. E. Theobald, George Brown College

Joint Educational Qualification Subcommittee

Mr. J.M. Lynch, Ministry of Colleges and Universities
Mr. C. McKay, Niagara College
Mr. I. Mohammed, Conestoga College
Mr. T. Semadeni, Cambrian College
Mr. W. Vair, Sault College
Mr. M. Winrow, St. Lawrence College

Support Staff Classification Committee

Mrs. G. Zubyk, Ministry of Colleges and Universities
Mr. K. McClelland, Sault College
Mr. J. Payne, St. Clair College
Mr. G. Pevere, Niagara College
Ms. J. Poglitsch, Ministry of Colleges and Universities
Mrs. P. Rauer, George Brown College
Mr. M. Tait, Seneca College

Provincial Committee on Job Evaluation

Mr. J.P. Ellwood, Centennial College, *Chairman*
Mr. G. Clark, Seneca College
Mrs. G. Zubyk, Ministry of Colleges and Universities
Mr. P. Meyers, Fanshawe College
Mr. J. Podmore, Conestoga College
Mr. B. Seville, Cambrian College
Mr. L.J. Tremblay, St. Lawrence College

Collective Bargaining Policy Sub-Committee

Mr. F.H. Bellstedt, Association of Colleges of Applied Arts and Technology of Ontario, *Eastern Region Chairman*
Mr. J.B. McLaughlin, ACAATO, Western Region
Mr. D.W. Murray, ACAATO, Northern Region
Mr. F.T. Seymour, ACAATO, Metro Region
Mr. J.M. Lynch, Ministry of Colleges and Universities, *Secretary*

Functions and Responsibilities of the Council of Regents

The Council of Regents is composed of a full-time member, 14 lay persons who serve a three-year term, an executive officer, and the chairman of the Industrial Council who is cross-appointed. The Council meets to conduct business for two to three days a month. All members are appointed by the Executive Council of the Ontario Government in such a manner as to represent as broad a cross-section of the citizens of the province as possible. For efficiency, the Council business is handled through four standing committees. The division of responsibilities among the committees is designed to equalize the workload as far as possible.

The **Administrative Affairs Committee** deals with appointments and all administrative matters relating to the colleges.

The **Program Committee (Business, Applied Arts and Social and Health Services)** considers applications for new programs and program changes, and evaluates continuing programs in the fields of business, applied arts, social services and health.

The **Program Committee (Technology)** considers applications for new programs and program changes, and evaluates continuing programs in the technical area.

The **Staff and Student Affairs Committee** is responsible for collective bargaining for both the Academic and Support Staff units and for recommending to the Minister salary scales and conditions of employment for management staff who are excluded from the bargaining units. This committee also deals with all student affairs other than the actual educational programs.

Recommendations from the standing committees are brought together in the plenary sessions of the Council for executive action or recommendation to the Minister as required by regulations.

Most meetings are held at Colleges of Applied Arts and Technology to provide an opportunity for the college community and Council members to discuss areas of mutual interest and concern. To optimize such interaction within the time available, the Council usually divides into three or four sections to permit dialogue with students and staff to take place concurrently.

The Council of Regents also participates each year in an annual conference with members of boards of governors of colleges collectively. In addition, Council members try to meet annually with individual boards of governors to review the implications of each college's multi-year plan submission.

(Executive Authority)

Collective Bargaining

Under authority of An Act Respecting Collective Bargaining for Colleges of Applied Arts and Technology (1975) the Council acts on behalf of boards of governors of the colleges in collective bargaining with representatives of college employees.

Boards of Governors

The Council appoints eight members to each college board of governors and provides the formula for municipal appointments where the college area comprises two or more municipalities. The additional four members of college boards are then appointed by the municipalities.

Master Plans

The master plans of the colleges and modifications thereto, are submitted to the Council of Regents for approval. The Council may modify or alter the plans before forwarding to the Minister for final approval. This includes changes to the master plans, such as the establishment of new campuses, the purchase, sale or transfer of property and the establishment of new buildings not in previously approved plans.

Meetings of the Council

Multi-Year Plans

The Council is responsible by regulation for determining the content, format and timing of the multi-year plans of the colleges which are submitted to the Council. The Council attempts to make an annual visit to each college to discuss with the board of governors and the senior administrators, the implications of their plan. The Council is supported in this by analysis of the plans carried out by the Ministry.

(Delegated Authority)

Program Approvals

The approval of new and modified educational programs is delegated to the Council of Regents. The Council consults with the Minister before approval is given to any program involving a change of government policy.

(Policy Determinations)

The Council of Regents assists the Minister in the development of policy for Colleges of Applied Arts and Technology in two ways; either by initiating studies on its own, or by consideration of issues referred by the Minister. In either case, the Council's recommended policy statements are submitted directly to the Minister for his or her consideration.

During the year from April 1, 1977 to March 1978 the Council of Regents held ten regular meetings, of which eight included visits to colleges. One was held concurrently with the conference of the Association of Colleges of Applied Arts and Technology of Ontario (ACAATO) and one was held at Queen's Park. Meetings in conjunction with colleges included discussions with students, staff and governors.

Representatives of the Committee of Presidents and ACAATO attended all regular meetings of the Council except the June policy meeting. Their participation is appreciated, both for the valuable contributions to the deliberations of the Council and as a method of maintaining communication between the Council and college boards and presidents.

Meeting Number

- 96 April 20, 21, 22, 1977 at Seneca College and the Travelodge, Willowdale
- 97 May 18, 19, 20, 1977 at Sir Sandford Flavelle College and the Holiday Inn, Peterborough
- 98 June 15, 16, 17, 1977 at Canadore College and the Pinewood Park Motor Inn, North Bay
- 99 September 22, 23, 24, 1977 at Macdonald Block, Toronto
- 100 October 19, 20, 21, 1977 at Niagara College, Welland and the Park Motor Hotel, Niagara Falls
- 101 November 16, 17, 18, 1977 at St. Clair College and the Holiday Inn, Windsor
- 102 December 14, 15, 16, 1977 at Sheridan College and the Holiday Inn, Oakville
- 103 January 18, 19, 20, 1978 at Algonquin College and the Holiday Inn, Ottawa
- 104 February 15, 16, 17, 1978 at ACAATO Conference, Harbour Castle Hotel, Toronto
- 105 March 15, 16, 17, 1978 at St. Lawrence College and the Skyline Hotel, Brockville.

Student Seminar

October 29, 1977 at Niagara College, Welland.

arts of the ding Committees

Administrative Affairs Committee

Administrative Affairs Committee accepted responsibility of recommending to the Council appointments to the boards of governors of colleges. In addition, the committee reviewed and recommended a number of key administrative and financial changes arising from the coordination of the college system. The following matters of concern for the committee:

approval of new construction, renovation and repairs, and leases for a number of colleges

appointments to the boards of governors of colleges

study of college boundaries

study of college competition with private enterprise

consolidation of programs involving the withdrawal from existing facilities

and purchases

consideration of Incorporation within the college organization for the purposes of receiving additional revenue.

Program Committee (Business, Applied Arts, and Health Services)

During the year the Program Committee met early to consider items within its terms of reference. The following summarizes the committee's activities:

Business Programs

An analysis of occupations in the hospitality industry was conducted and a program for curriculum coordination was approved.

An analysis of a number of business occupations – for example, Word Processing Supervisor, Plant Manager, Marketing Manager – was undertaken and curriculum was updated to meet industries' expressed needs.

A course on the Ontario Building Code was developed at the request of the Ministry of Consumer and Commercial Relations.

Studies on the training needs of the housing industry were conducted and a project implemented to develop courses to meet expressed needs.

Applied Arts and Community Service Programs

- (a) The Council recommended approval of a proposal to introduce more precise and descriptive titles for the communication arts programs in all colleges. Following consultation with college committees, the Council approved in May 1977, a consolidation of titles for Broadcasting and Journalism programs as follows:

Broadcasting – Radio and Television

Broadcasting – Radio

Broadcasting – Television

Journalism – Print and Broadcast

Journalism – Print

Journalism – Broadcast

- (b) During the year, the following Provincial Program Guidelines were approved by the Council:

(i) Advertising (May 1977)

(ii) Child Care Worker (September 1977)

- (c) The provincial employment picture of college Mental Retardation Counsellor graduates vis-à-vis enrollment in the college Mental Retardation Counsellor programs was reviewed.

- (d) A status report on college Early Childhood Education graduates (prepared by The Association of Colleges of Applied Arts and Technology of Ontario) was reviewed for submission to the Council.

Health Services Programs

- (a) Recommendations that enrollments in Health Services Programs (with the exception of Dental Hygiene) remain unchanged for 1978, were accepted.

- (b) Revised standards and criteria for Diploma Nursing and Nursing Assistant Programs were approved.

- (c) Annual reports were received from the Provincial Advisory Committee on Nursing Education and the Inspectors at the College of Nurses of Ontario. The reports indicated that the programs continue to meet the provincial standards.

- (d) An extension of the College of Nurses Inspector Services for basic nursing programs to June, 1979 was approved.

- (e) Status reports on two special research projects were received. The first study was completed in April, 1978, while the second is progressing according to schedule.

These projects examine, respectively:

- (i) Effectiveness of graduates from Diploma Nursing Programs.
 - (ii) Development of self-assessment instruments for basic nursing programs.
- (f) Revised terms of reference for the Provincial Review Committee were accepted.
 - (g) Standards of training for cardio-pulmonary resuscitation, as advocated by the Ontario Heart Foundation, were considered and it was recommended that these be accepted as a desirable objective for adoption, to the extent possible.
 - (h) A review was conducted on thirty-one items related to programs in health sciences of which eight dealt with the existing nursing programs and eighteen were new programs entities, either at full-time post-secondary or on post-basic level. The remaining five items dealt with requested adjustments to the existing health sciences programs, including title changes.

Recommendations appropriate to the proposals either supported the implementation (with or without provisos) or deferred the development of final proposals. Deferments were applied to two programs in Occupational Health Nursing (pending clarification of the role and development of guidelines) and to such programs as chiropody (pending clarification of the role of this worker).

Of interest is the trend for Diploma Nursing Programs to extend the pre-graduate experience within the existing programs framework. This was supported in the Council's recommendations. Likewise, support was given to one college to offer the Diploma Nursing Program with some optional courses in French, and to another to develop the instruction on a bilingual basis.

Dental Programs

- (a) Enrollment reductions in Dental Hygiene programs were recommended.
- (b) A proposal for the development of a set of Baseline Competencies for Dental Hygiene Programs was recommended. This project is near completion.
- (c) Recommendations for the development of a set of Baseline Competencies for Dental Assisting Programs were implemented.
- (d) Recommendations were made to the Ontario College of Dental Surgeons for examination for Dental Hygiene graduates on registration.
- (e) A workshop to assist Dental Hygiene faculties in the implementation of a competency based curriculum was supported.

Program Committee (Technical)

In addition to considering proposals from colleges to offer new programs, the Technical Program Committee considered and made recommendations to the Council on a variety of subjects. Typical examples of matters which have been studied by the committee are summarized below.

- (a) In response to requests to the Council from the Minister, the committee considered and made recommendations on a brief from the Council of Safety Associations regarding provision of safety instruction in college programs.
- (b) The committee advised the Council on the Conference on Engineering Technicians which was sponsored by the Council and designed to focus on issues surrounding training of engineering technicians and their subsequent employment.
- (c) A study was initiated of "trimestered" technician and technology programs offered in several colleges. The findings were disseminated by the Council for the information of all colleges.

the committee considered and recommended approval of the following projects which were completed in collaboration with colleges, the Ministry of Colleges and Universities, and industry and certifying bodies.

a) a project to rationalize technician and technology program titles to assist students, employers and the general public in their understanding of the many and varied technical programs offered throughout the college system.

i) a project to establish province-wide standards for all program objectives written in terms of the skills and competencies required of graduates by employers.

the committee initiated a review of the procedure for the notification by colleges of the cancellation and/or suspension of programs, and recommended to the Council revisions in order to up-date and clarify the procedure.

Student and Staff Affairs Committee

During the year the Student/Staff Affairs Committee dealt with a number of complex staff relations problems in the areas of salaries, and the terms and conditions of appointment for the three groups of college employees:

Administrative Staff
Academic Staff
Support Staff

The two latter groups are represented by the Ontario Public Service Employees Union and have separate bargaining units.

Administrative Staff

During the year the committee reviewed and recommended changes to the Terms and Conditions of Employment – Administrative Staff and recommended that they be accepted as amended by the Student/Staff Affairs Committee. The major amendment to those recommendations was the introduction of the Appeal Procedure for Administrative Staff which provides a right of appeal in cases of dismissal to college employees who do not have access to a formal grievance procedure and who consider the college's action to be unjust. The document also provides a procedure for employees to review comple-

ment reduction decisions affecting them, and complaints as to other terms and conditions of their employment.

(b) **Provincial Job Evaluation Committee**
The committee reviewed the procedure of the Provincial Committee on Job Evaluation and its dual reporting relationships both to the Student/Staff Affairs Committee of the Council and to the Staff Affairs Committee of the Committee of Presidents. The Council recommended that the Committee of Presidents be made fully accountable to the Council for the operation of the Provincial Committee. A control system was established that would enable the Council of Regents not only to hold the Committee of Presidents fully accountable for the correct application of the Hay Job Evaluation system to college jobs, but also to enable the Council to monitor and control that function.

(c) Academic Staff

Negotiations for a new collective agreement, to be effective September 1, 1977, began in May, 1977. The committee reviewed the demands from the union and gave direction to the Council's Academic Negotiating Committee. Negotiations continued until the latter part of August when the union advised the Academic Negotiating Committee that it wished to submit the issues remaining in dispute to voluntary binding arbitration. It was the decision of the Council of Regents that arbitration of the outstanding issues, particularly since these included teaching workload, would be inappropriate. The current contract provisions are themselves the product of the arbitration award of Judge Willard Estey. The Council advised the union that it felt very strongly that a meaningful resolution of the workload issue could only be attained by the parties themselves and not by some third party who, through a lack of an intimate knowledge of the essential nature of the issue and an ongoing commitment to the system, might do irreparable damage to the flexibility required by the colleges in this area to continue the level and quality of program offerings currently provided. The union, with the support of the Academic Negotiating Committee, applied to the

College Relations Commission for a fact finder. The fact-finding process took place in October, 1977, and the report was made public in November. The union was unwilling to meet directly with the Academic Negotiating Committee and they applied to the Commission for the appointment of a mediator. The Commission appointed Professor Waisglass as mediator, and mediation sessions were held in December, 1977, and January, 1978.

Early in the year the Council was advised that the nucleus of a new union called the Ontario Association of Community College Faculty (OACCF) had been formed and was attempting to secure sufficient membership to challenge the right of the Ontario Public Service Employees Union (OPSEU) to represent the Academic Staff of Colleges.

(d) Support Staff

Negotiations began in March, 1977, with the OPSEU Support Staff Negotiating Committee. Negotiations reached an impasse early in September when the union requested voluntary binding arbitration of all issues remaining in dispute. The parties advised the College Relations Commission of the impasse and asked for the appointment of a fact finder. Mr. Kevin Burkett was appointed fact finder. As a result of Mr. Burkett's intervention as a fact-finder mediator, a Memorandum of Settlement was signed on October 6, 1977. This was ratified by a narrow margin and the subsequent Memorandum of Agreement was signed December 20, 1977.

As a result of some anomalies and complaints surrounding the Support Staff classification system, the Student/Staff Affairs Committee established a Support Staff classification subcommittee to investigate such anomalies and suggest changes to the classification system.

(e) Benefits

The major change in the Benefits area which was recommended by the Student/Staff Affairs Committee to the Council and accepted

by the Minister was a four percent adjustment to pension benefits currently received by retired participants in the Colleges of Applied Arts and Technology pension plan. This was done in lieu of indexation of the plan, subject to future recommendations of the Royal Commission on Public Pensions.

(f) Collective Bargaining Policy Subcommittee

The committee established the Collective Bargaining Policy Subcommittee to advise regarding future employer-employee philosophy that would help the Council of Regents determine collective bargaining strategies best suited to the attainment of the educational mandate of the Colleges. Membership of the subcommittee is based on one member for each region of The Association of Colleges of Applied Arts and Technology in Ontario as appointed by the Council with the Secretary of the Student/Staff Affairs Committee as the ex officio liaison.

(g) Advisory Council on Senior Citizens

The committee received a follow-up study of the colleges done by the Advisory Council on Senior Citizens and recommended that the Minister be advised that the Council supported the philosophy that the colleges endeavour to fulfill the expressed needs and interests of senior citizens, but stressed that this response must be measured against the overall mandate to respond to the educational needs of the whole community in the allocation of available material and human resources. The Council has also commended the colleges for the work which they have already undertaken on behalf of senior citizens.

(h) The Psychologist Act, 1977 - A Proposal by the Ontario Psychological Association

The Committee recommended to the Council that the strongest possible representation be made that the proposed Psychologist Act be rejected in its entirety not only because of its negative impact on the Colleges of Applied Arts and Technology community, but also because of its overall discriminatory nature.

During the year, the Council has appointed or reappointed 54 governors, of whom 15 are women, bringing to 23 percent the proportion of women governors across the system who are women. A complete list of governors of the Colleges of Arts and Technology, as of March 31, 1990, is given here:

Civil Appointees – Ms. Clair Booker, Ottawa; Mr. L. Charron, Ottawa; Dr. D.A. Chisholm, Ottawa; Dr. J.O. Foohey, Pembroke; Mrs. H. [unclear], Ottawa; Mrs. G.M. White, Kanata; Mrs. [unclear], [unclear]; Mr. Norman Zagerman, Ottawa. *Municipal Appointees* – Mr. Pierre Benoit, Ottawa; Mr. Gaston Cadieux, Hawkesbury; Mr. [unclear], Cochrane, Carleton Place; Mrs. C.A. Scotton, Ottawa.

ncil Appointees – Mr. R.E. Barbeau, Sudbury; J.C. Bischoff, Sudbury; Mr. R.M. Brown, Cop-Cliff; Mr. G.H. Gilchrist, Sudbury; Dr. B.G. ch, Sudbury; Mrs. G. Moran, Sudbury; Mr. .W. Taylor, Sudbury; Dr. A.S. Tombalagian, bury. *Municipal Appointees* – Mr. D.R. Diebel, anola; Mr. Alex Fex, Lively; Mr. M.G. oureux, Sudbury; Mayor J.A. Little, Little rent.

Council Appointees – Dr. W.F. Armstrong, North Bay; Mr. D. Euler, North Bay; Mr. A.H. Lafrance, North Bay; Mr. C. Lucenti, North Bay; Mr. R.J. Lynch, North Bay; Mrs. Jeannine Schryer, North Bay; Mr. R.J.T. Smith, North Bay; Mr. J. Trussler, North Bay. *Municipal Appointees* – Mr. A.L. Braund, North Bay; Mr. R.F. Donnelly, North Bay; Mrs. P. Rainville, Mattawa; Mr. B. Vannier, Sturgeon Falls.

Council Appointees — Mrs. J. G. Campbell, Scarborough; Mrs. M.A. Clarke, Agincourt; Mr. R. Demchyshyn, Keswick; Mrs. E. Head, Scarborough; Mr. D.A. Morrison, Toronto; Mr. E. Myatt, Scarborough; Mrs. Betsy Tomasik, Agincourt; Mr. Neil Young, Toronto. *Municipal Appointees* — Mr. J.A. McConaghy, Toronto; Mr. J.H. Porter, Scarborough; Alderman A.A.S. Redway, East York; Mr. R.S. Taylor, Scarborough.

Council Appointees – Miss Viola Aboud, Guelph; Mr. D.N. Aitchison, Kitchener; Mr. Robert L. Allen, Guelph; Mr. J.R. Ashton, Cambridge; Mrs. Jane Brewer, Cambridge; Mr. William Clifford, Goderich; Mr. Arthur Paul Dilks, Stratford; Mrs. Roxie Tully, Stratford. *Municipal Appointees* – Mr. A. Campbell, Seaforth; Dr. K.R. Fisk, Harriston; Mr. W.C. Gerth, Milverton; Mrs. D. Worden, Waterloo.

Council Appointees – Mr. W.E. Bryan, Thunder Bay; Mr. W.E. Cousineau, Thunder Bay; Mrs. Doris Gustafson, Fort Frances; Mr. Stephen Hessian, Red Rock; Mr. A.G. Jones, Geraldton; Mr. R.M. McMuldroch, Thunder Bay; Mrs. A.A. Powell, Thunder Bay; Mr. R.R. Steele, Thunder Bay. *Municipal Appointees* – Mr. J.N. Davidson, Kenora; Mr. R.K.B. Dunlop, Dryden; Mr. J. Masters, Thunder Bay; Mr. R.B. McCormack, Thunder Bay.

Durham College

Council Appointees – Mrs. K. Guselle, Oshawa; Mr. J.C. Larmond, Oshawa; Mrs. R. Milne, Oshawa; Mr. Brian Perry, Oshawa; Mr. C.G. Pilkey, Don Mills; Dr. K.W. Slemon, Bowmanville; Mr. A.A.H. Strike, Bowmanville; Mr. B.R. Waters, Oshawa. *Municipal Appointees* – Mr. H.C. Crowell, Port Perry; Alderman John D. McLaughlin, Oshawa; Mr. Ewart F. Marston, Port Hope; Mr. S.B. Rutherford, North Orono.

Fanshawe College

Council Appointees – Mr. F.G. Berlet, Tillsonburg; Mr. B. Calder, Woodstock; Mrs. S. Fradgley, London; Mrs. Greta Grant, London; Mr. Robert Hughes, Strathroy; Mr. J.A. Stewart, Ailsa Craig; Dr. O.H. Warwick, London; Mr. R.J. Murray, London. *Municipal Appointees* – Mr. L. Connor, St. Thomas; Mr. D.K. Eckel, Woodstock; Mr. Keith M. Jones, Simcoe; Mr. T.K. Siess, London.

George Brown College

Council Appointees – Dr. P.P. Biringer, Toronto; Mr. Bruce Bone, Don Mills; Mr. R.B. Bradley, Willowdale; Miss G.M. Fatt, Toronto; Mr. G.L. Mollenhauer, Toronto; Mrs. D. de Pedery-Hunt, Toronto; Dr. Quentin Rae-Grant, Toronto; Mr. E.E. Seymour, Don Mills. *Municipal Appointees* – Alderman Horace Brown, Toronto; Ms. J. Opperman, Toronto; Alderman J.J. Piccininni, Toronto; Mr. George Dragone, Toronto.

Georgian College

Council Appointees – Dr. J.T. Anders, Barrie; Mr. W.K. Caldwell, Barrie; Mr. W.H. Green, Parry Sound; Mr. R. Hartog, Midland; Mr. J.N. Spencer, Orillia; Mrs. B. Spooner, Collingwood; Mrs. B. Thompson, Bracebridge; Mr. R.A. Yates, Owen Sound. *Municipal Appointees* – Mr. Arthur Field, Durham; Mrs. Bernice Limpert, Warton; Mr. Lloyd Thomson, Orangeville; Mr. W.J. Wales, Everett.

Humber College

Council Appointees – Mr. J.N. Beatty, Toronto; Mr. H. Forth, Etobicoke; Mrs. I. Glover, Toronto; Mr. A. Gould, Toronto; Mrs. O. Hull, Islington; Edward S. Jarvis, Islington; Mrs. Audrey T. Weston; Mr. S.S. Vozoris, Toronto. *Municipal Appointees* – Mr. Brian J. Flynn, Rexdale; Mr. Gell, Toronto; Mrs. Kathleen Goodbrand, Toronto; Mrs. Millicent E. Porter, Etobicoke.

Lambton College

Council Appointees – Mrs. Audrey P. Beatty, Watford; Mr. W.A. Bradshaw, Petrolia; Mrs. Harris, Sarnia; Mr. Barrie Hayton, Sarnia; Mr. Rogers, Watford; Mrs. E.M. Rupar, Sarnia; Mr. P.D. Scott, Sarnia; Mr. Charles S. Sullivan, Sarnia. *Municipal Appointees* – Dr. J.T. Biehn, Sarnia; Mr. Clayton Hasson, Dresden; Mr. J.A. McDThedford; Alderman N.L. Shipley, Sarnia.

Loyalist College

Council Appointees – Mr. F.H. Bellstedt, Corbyville; Mr. D.M. Campbell, Trenton; Dr. E. Cronk, Belleville; Mrs. M. Fraser, Tweed; Mr. Ketcheson, Madoc; Mr. J. Earl Morrison, Napanee; Mr. I. Reilly, Belleville; Mr. G.D. Walmsley, Picton. *Municipal Appointees* – Mr. Anderson, Bloomfield; Mr. Gary Jenkins, Bancroft; Mrs. R. Wartman, Napanee; Mr. Ralph Weaver, Trenton.

Mohawk College

Council Appointees – Mrs. M. Allwood, Hamilton; Dr. A.N. Bourns, Hamilton; Mr. L.A.S. Crews, Brantford; Mr. H. Embree, Hamilton; Mr. S. Fletcher, Hamilton; Dr. J.D. Galloway, Hamilton; Mr. Jack C. Jaggard, Hamilton; Mr. D.J. Mitchell, Burlington. *Municipal Appointees* – His Worship Mayor C. Bowen, Brantford; Mr. William Foley, Hamilton; Mr. Earl W. Scarrow, Brantford; Her Worship Mayor A. Sloat, Ancaster.

Niagara College

Council Appointees – Mr. W.H. Burton, Fonthill; Custode, St. Catharines; Mrs. M. Ruth, Ton, Welland; Mr. A. Ironside, Niagara Falls; J. McLaughlin, Thorold; Mr. H.B. Picken, a-on-the-Lake; Dr. L.W.C. Sturgeon, d; Mr. D.R. Wilson, Fonthill. *Municipal Appointees* – Mr. G.H. Hamilton, Niagara Falls; Mrs. Lancaster, St. Catharines; Mr. E.F. Stranges, d; Mr. R.A. Wilson, Port Colborne.

Northern College

Council Appointees – Mr. A.S. Aidelbaum, nd Lake; Ms. Cecile Battoshio, teacher; Mrs. N.N. Calbick, Timmins; Mr. Campbell, Timmins; Mr. P. Ferren, Timmins; D. Giles, Elk Lake; Mrs. J. Guertin, kasing; Mr. R. Levesque, Timmins; Dr. Middlemiss, Kirkland Lake; Mr. H.A. , Cobalt; Mr. A. Dennis Mortson, Kirkland Mr. M.W.M. Stevens, Timmins.

St. Clair College

Council Appointees – Mr. L. Batterson, nseh; Mr. C.W. Case, Chatham; Mr. Richard tes, Windsor; Mrs. Elizabeth Gray, Windsor; Patricia Letourneau, Windsor; Dr. M.L. s, Windsor; Mr. M.L. Saurini, Windsor; Dr. White, Chatham. *Municipal Appointees* – Mr. Cada, Windsor; Mr. James Quinn, Windsor; J. Sullivan, Wallaceburg; Mr. T.S. Toth, sor.

St. Lawrence College

Council Appointees – Mr. John E. Henderson, Brockville; Mr. W.A. Kelly, Kingston; Mr. L. Legros, Brockville; Mr. Arden J. Lee, Shar- lake; Mr. F. Quaife, Kingston; Mrs. B. Quart, ille; Mr. B.J. Shields, Cornwall; Ms. Joan r Brockville. *Municipal Appointees* – Mr. R. r, Cornwall; The Rev. Father R. Villeneuve, wall; Mr. T. Wells, Maitland; Mr. J.F. Whiting, ston.

Sault College

Council Appointees – Mr. D.E. Bowman, Sault Ste. Marie; Mrs. M. Dobie, Sault Ste. Marie; Dr. R.A. Drake, Sault Ste. Marie; Mrs. Nancy Jondreau, Sault Ste. Marie; Mr. P. Krmpotich, Sault Ste. Marie; Mr. D.W. Murray, Sault Ste. Marie; Mr. William Oliphant, Sault Ste. Marie; R.J. Wismer, Sault Ste. Marie. *Municipal Appointees* – Alderman Dr. T. Angus, Sault Ste. Marie; Mr. L. Henderson, Wawa; Mr. A.H. Rose, Sault Ste. Marie; Mr. E.J. Weiss, Elliot Lake.

Seneca College

Council Appointees – Dr. J. (Mrs.) Bain, Willowdale; Mr. J. Brechin, Don Mills; Mr. T. Broadhurst, Richmond Hill; Mr. J.R.A. MacKenzie, Scarborough; Mr. L.A. Rice, Brampton; Mrs. J. Sabiston, Don Mills; Mr. P. Suddick, Willowdale; Dr. E.W. Wight, Agincourt. *Municipal Appointees* – Alderman Alan Heisey, Don Mills; Mr. D. Plaxton, Richmond Hill; Alderman Mike Smith, Willowdale; Mayor George Timpson, Aurora.

Sheridan College

Council Appointees – Mr. H.J.A. Brown, Mississauga; Mr. G.B.P. Farrow, Toronto; Mr. Wm. L. Hawkins, Oakville; Mrs. J.E. Johnston, Milton; Mrs. C.A. Kee, Mississauga; Mr. R.C. McLeod, Burlington; Mr. John David Ostler, Brampton; Mrs. A.F. Ryckman, Burlington. *Municipal Appointees* – Mr. W.M. Cooke, Brampton; Mr. G. Goebelle, Halton Hills; Mr. Ron Planche, Oakville; Mr. K.G. Whillans, Brampton.

Sir Sandford Fleming College

Council Appointees – Mr. J.M. Bell, Peterborough; Mrs. M.F. Clarkson, Peterborough; Mr. W.T.L. Coburn, Minden; Mrs. Margot J. Fawcett, Lindsay; Mrs. Lenah Fisher, Cobourg; Mr. W.C. Grant, Peterborough; Mr. J. Douglas Hodgson, Haliburton; Mr. R.H. James, Peterborough; Prof. Stuart T. Robson, Peterborough; Mr. W.J. Shields, Coboconk. *Municipal Appointees* – Mr. J.A. Richardson, Peterborough; Mr. H. Simpson, Lindsay.

Program Approvals

During the year, the following educational program approvals were given to the colleges concerned. Program approval does not imply any financial or other commitment on the part of the Ministry, but merely allows the college to mount the program if operating and capital funds are available and if the proper physical facilities are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals which are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is concerned that every program have good employment possibilities for its graduates, and for that reason a number of programs have enrollment limitations placed upon them. The Council has also approved the cancellation of a number of programs.

In making decisions on program approvals, the Council of Regents is aided by the provincial consultative committees listed in the appendix. The assistance of these groups is sincerely appreciated.

Algonquin College

Electronic Technician, Upper Ottawa Valley Campus (four semesters)

- approved 77/04/21

Advertising Creative, Woodroffe Campus (extended to four semesters)

- approved 77/06/15

Human Sexuality: Counselling and Teaching (title change)

- approved 77/06/15

Diploma Nursing (increase of 58 hours clinical experience)

- approved 77/10/20

Health Care Aide, Barry's Bay (16 weeks, full-time)

- approved 78/01/19

Respiratory Technology (program to be offered in French)

- approved 78/03/15

Cambrian College

Stationary Engineering - 2nd Class, Sudbury (two semesters)

- approved

Bilingual Diploma Nursing, Regent Street (six semesters)

- approved

Canadore College

Bilingual Diploma Nursing (six semesters)

- approved

Confederation College

Community Health Representative (three weeks x two)

- approved

Durham College

Diploma Nursing (extension of 112 hours of experience)

- approved

Fanshawe College

Land Use Technician, Simcoe (option to Farm Management)

- approved

George Brown College

Piano Technician, Casa Loma Campus (four semesters)

- approved

Registered Nurse-Child and Family Mental Health, Nightingale Campus (20 weeks full-time)

- approved

Court Reporting - Steno Mask Option, St. James Campus (two semesters)

- approved

Diploma Nursing (reduction of program to 82 weeks)

- approved

Georgian College

- Design*, Owen Sound Campus
(final third year)
– approved 77/05/19
- Art*, Owen Sound Campus
(final third year)
– approved 77/05/19
- Assistant Program*, Owen Sound
(time location change)
– approved 77/06/15
- Assistant Program*, Hanover-Walkerton
(time location change)
– approved 77/06/15

Humber College

- Studies Correspondence* – five courses
Campus
– approved 77/10/20
- Studies*, North Campus
(diploma, one semester)
– approved 77/12/15
- Energy Technology*, Lakeshore 2
(semesters, option to Mechanical
Engineering)
– approved 78/01/19

Lambton College

- Instrumentation Technician*, Sarnia
(semesters, part-time)
– approved 77/04/21

Loyalist College

- Nursing* (extension of pre-graduate
experience)
– approved 77/12/15

Mohawk College

- Primary Engineer Class II*, Fennell Campus
(semesters)
– approved 77/12/15

Niagara College

- français, instrument de travail*,
Welland Campus, (one year)
– approved 77/05/19
- Design*, Welland Campus
(final third year)
– approved 77/05/19

Northern College

- Le Cours D'Assistante Infirmier/E*
Porcupine Campus (two years)
– approved 77/05/19
- Civil Engineering Technician*, Kirkland Lake
(four semesters)
– approved 77/12/15
- Architectural Technology (Construction)*
Porcupine Campus (six semesters)
– approved 78/01/19

Sault College

- Mine Ventilation Technician*, East Algoma
Campus (four semesters)
– approved 77/05/19
- Resource Development*, East Algoma Campus
(five semesters)
– approved 77/09/22

Seneca College

- Secretarial Certificate: Executive and
Legal Options*, King Campus (two semesters)
– approved 77/05/19

Sheridan College

- Illustrative program: Interpretive, Technical and
Scientific*, Brampton Campus (six semesters)
– approved 77/11/17

Sir Sandford Fleming

- Food and Beverage Management*
Brealey Campus (four semesters)
– approved 77/05/19
- Electrical Engineering Technology*
Brealey Campus
– approved 77/12/15

St. Clair College

- Registered Nurse – Cardiovascular Nursing Care*
Chatham Campus (12 weeks, part-time)
– approved 77/05/19
- Diploma Nursing* (increased clinical experience of
45 hours)
– approved 77/10/20
- R.N.A. – Pharmacology and Administration of
Medications*, Windsor and Thames Campuses
(eight weeks, part-time)
– approved 78/03/15

The Concerns of Students

As a matter of continuing policy the Council maintains contact with student groups at its regular meetings with the various colleges.

While particular concerns vary from region to region there is, nevertheless, a consistent priority of issues which are brought to the attention of the Council.

On October 29, 1977, student association representatives met with the Council for its annual seminar at Niagara College. Students from all twenty-two colleges participated and prepared the following agenda of topics which were discussed with the Council:

1. Student Representation on Boards of Governors
2. Status of Faculty Negotiations
3. Faculty and Program Evaluation
4. The Relationship of the Council with Boards of Governors
5. Student Aid
6. Student Activity Fees
7. Funding of Athletics
8. Francophone Students
9. Student Governments
10. Co-operative Programs
11. Length of Academic Year
12. Handicapped Students
13. Capital Expenditures
14. Inter-College Student Workshops

Student representation on the boards of governors was discussed at length and the request for such representation was endorsed by the Council and recommended to the Minister for consideration.

The Chairman of the Council of Regents was a member of the Interim Advisory Committee on Financial Assistance for Students which made recommendations to the Minister on a new student assistance program. The Council encouraged projects which would provide realistic hands-on experience for training purposes. Caution was urged to prevent student exploitation and permission was granted that the useful end-products could be sold, provided care is taken to avoid unfair competition with private enterprise. Funds derived from such endeavours must be returned by the college for future educational projects.

The Council continues to place a high priority on all of the issues involving the concerns of the student.

The Multi-Year Plans

The Multi-Year Planning process is integral to the structure of the Ontario college system. For each college it is a useful tool whereby alternative courses of action can be evaluated and a course chosen. This is particularly important in a time of increasing restraints.

For the Council, it is a vehicle through which, on behalf of the people of Ontario, the Council can perform an educational audit to ensure the effective stewardship of public funds.

In addition to reviewing the multi-year plans of each college in the system, the Council made site visits to seven of the colleges during the last twelve months (Algonquin, Centennial, Confederation College, George Brown, Loyalist, Mohawk and Sir Sandford Fleming).

Report Regarding Education in the French Language in Colleges of Applied Arts and Technology

There are two approaches to the education of French-speaking students in Colleges of Applied Arts and Technology. One provides French-speaking students with educational programs in the French language. The other provides some French and/or educational programs in both of these languages. The policy of the Council of Regents encompasses both approaches. It reflects the intent that the policy will be implemented by each college concerned in the best interests of the students.

The Council of Regents is developing a revised statement of objectives for the Colleges of Applied Arts and Technology, with input from boards of governors, presidents and other sources. With participation in the revisions, it is not expected that the basic objectives will change substantially from those set forth in the Legislature by the Hon. John G. Davis in May, 1965. A probability is a ranking of priorities among the objectives, and changes in the means of their implementation.

The Council maintains the position that the primary objectives of the colleges are:
to prepare young people to enter the world of work, and
to assist adults in improving themselves, or in preparing themselves for different or better jobs.

It is not to deny the validity of other objectives. But education for employment must be considered the prime responsibility of the college. The policy of the Council of Regents on education for French-speaking students in the colleges is consistent with these stated objectives, but incomplete. Therefore, the following recommendations were proposed:

That any college in an area where a recognizable percentage of the population is French-speaking offer some courses and/or programs in the French language, subject to sufficient enrollment under current program regulations, in order to serve graduates from French-Language Instructional Units as well as French-speaking adult students in Continuing Education. A milieu where French-speaking students feel at home is essential.

It is understood that should French-speaking students need to improve their English language skills, appropriate facilities for that purpose are, or will be made available.

2. That the bilingual or French-language learning resources developed at a college be shared with other colleges developing bilingual programs to minimize the cost of such programs across the province.

During the year the Council has supported its position through the allocation of significant funds for French programs. Members attended a symposium of Francophone students on education for Franco-Ontarians and a meeting of the Council for Franco-Ontarian Affairs.

Chairman's Concluding Remarks

In May, Mr. Norman Sisco announced his resignation from the Council effective June 30, 1977. During his tenure as chairman he guided the developing network of colleges to its present formidable position, embracing twenty-two institutions with full time and part time post-secondary enrollments exceeding two hundred and fifty thousand. His outstanding contributions will long be remembered, as will his unique abilities to work harmoniously with the appointed members of the Council and the respective boards of governors of the colleges.

I would also like to acknowledge the contribution of Mr. L.M. Johnston who served as acting chairman from October 1, 1977 to December 31, 1977 thus allowing the business of the Council to continue in a normal manner.

We, at the Council, are cognizant of the challenge which we face in the immediate years ahead. Population shifts and enrollment changes will affect all post-secondary institutions. Careful study of these emerging patterns is required to enable us to effectively meet the needs of this new generation of students.

I look forward to working in a close alliance with the Council members, the boards of governors, and the Committee of Presidents to ensure that we accept these responsibilities and together achieve new goals from which we may all take pride.

Thank you.

A handwritten signature in dark ink, appearing to read "Norman E. Williams". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

NORMAN E. WILLIAMS,
Chairman

Recommendations to the Minister

Council business is done through formal resolutions. In many instances, Council business is put through discussion or written communication with the Ministry, College Boards of Governors, Committee of Presidents or other groups or individuals involved in the operation of the college. The following formal recommendations were presented by the Council:-

Date	Title of Resolution	Council's Recommendation	Minister's Response
77-04-28	Extension of Inspector Service for Diploma Nursing Programs	Extend Services	Accepted
77-05-26	Possible Student Exploitation	Issue Guidelines	Agreed
77-05-26	Confederation College Proposal for Electrical Engineering Technology	Decline	Agreed
77-05-26	Salary Administration Guidelines for CAAT Administrative Staff	Accept Guidelines	Accepted
77-05-26	The Needs of the College System for Operating Funds	Approve Funds	Received
77-05-26	Centre for Instructional Development	Approve	Deferred
77-07-06	Students on Boards of Governors	Approve	Received
77-10-03	Recommendation on the Interface Study	Accept Council Response	Received
77-10-03	Fanshawe and Mohawk Colleges re the Haldimand Norfolk Region	Clarify Responsibilities	Accepted
77-10-03	Humber College: Transfer of Land to Borough of Etobicoke	Approve	Accepted
77-10-03	Humber College: Approval to construct a Recreational Facility	Approve with conditions	Agreed
77-10-03	Appointment of the Wyatt Company re The Academic Employees' Sick Leave Plan	Appoint company	Agreed
77-10-03	Authorization of Payments to Hay Associates Canada, Limited	Authorize Payments	Agreed
77-10-03	Recommendations re Study of CAAT's by the Advisory Council on Citizens	Accept Council Response	Accepted
77-10-03	Recommendations re College Financing in 1977/1978 and 1978/1979	Approve Distribution Mechanism	Accept in Principle
77-11-30	Niagara College: Transfer of Nursing from Niagara Falls to St. Catharines	Approve Transfer	Agreed
78-01-05	Labour Courses in CAATs	Encourage Courses	Agreed
78-01-26	Recommendations re CAAT Pension Plan	Accept	Accepted
78-01-26	Enrollment Quotas in Dental Hygiene Programs	Reduce Quotas	Accepted
78-02-24	Retention of Counsel for Negotiations 1978/1979	Retain	Accepted
78-02-24	Recommendation re Retention of Hay Associates	Retain	Accepted

Appendix

Provincial Consultative Committees for College Programs, 1977

This list includes provincial consultative committees, ad hoc steering committees and task forces, reporting directly or indirectly to the Council of Regents.

In addition to these committees, the Council is aided in making decisions about educational programs in the colleges by three other groups which are not responsible to the Council, namely: The National Advisory Council on Marine Training, Central Region (Mr. E. Gordius, Ministry of Colleges and Universities, Chairman); The National Advisory Committee to the Department of Transport on Training and Licensing of Aircraft Maintenance Personnel (Mr. J.F. Mew, Department of Transport, Chairman); and the Provincial Review (Educational) Subcommittee of the Ontario Council of Health (Professor L. Levine, McMaster University, Chairman). The contribution of these three bodies to the planning of college programs is gratefully acknowledged.

Architectural Technology Programs

- Mr. C. Colby, Centennial College, Scarborough
- Mr. K.L. Coupland, Ministry of Colleges and Universities
- Mr. J. Filipovic, Confederation College, Thunder Bay
- Mr. M.W.A. Jones, Ryerson Polytechnical Institute, Toronto
- Mr. V. Heinrichs, Robinson & Heinrichs, Architects, Toronto
- Mrs. D. Lackovic, Association of Architectural Technologists of Ontario
- Mr. S.S. Mendiratta, Mohawk College, Hamilton
- Mr. R.V. Murray, Confederation College, Thunder Bay
- Mr. G.L. Pal, Mohawk College, Hamilton
- Mr. W. Robertson, Mathers and Haldenby, Architects, Toronto
- Mr. J.H. Stirling, George Brown College, Toronto
- Mr. M.M. Tameanko, Toronto
- Mr. R. Waites, George Brown College, Toronto

Child Care Worker Programs

- Mr. A. Bickerton, Thistletown Regional Council, Rexdale
- Miss P. Cooper, Co-Chairman, Directors Children's and Group Homes, Huntley Service, Toronto
- Miss G. Davenport, Assistant Director, B Children's Services, Ministry of Community Social Services
- Mr. M. Davis, Co-ordinator of Training, Child Aid Society of Metropolitan Toronto
- Miss V. Gibbons, Assistant to Executive Director, Ministry of Correctional Services, Juvenile Division
- Mrs. D. Mandel, Executive Secretary, Ontario Association of Children's Mental Health Centres, Toronto
- Dr. D. Randall, Consultant, Psychology, Health Disciplines Branch, Ministry of Health
- Mr. W.E. Rowberry, Algonquin College, Ottawa

Dental Auxiliary Programs

- Dr. V. Chatwin, Algonquin College, Ottawa
- Miss J. Cook, Toronto
- Dr. E.J. Fox, Assistant to Registrar, Royal College of Dental Surgeons of Ontario, Toronto
- Mr. B. Henderson, Algonquin College, Ottawa
- Dr. B. Hord, Faculty of Dentistry, University of Toronto, Toronto
- Mrs. D. Lang, Vice-President, Ontario Dental Hygienists' Association, Mississauga
- Miss C.K. Ono, Seneca College, Downsview
- Mrs. A.J. Quaiattini, Cambrian College, Sudbury
- Dr. Ken Ryan, Dental Consultant, Ministry of Health, Health Promotion Branch, Toronto
- Dr. P.R. Shunock, Ontario Dental Association, Toronto
- Mr. G.H. Wright, Ministry of Colleges and Universities.

Electronics Programs

Dykstra, George Brown College, Toronto,
Chairman
R. Allen, National Parts & Service Manager,
Wm. J. Simpson-Sears Limited, Rexdale
J. Bergstrom, Algonquin College, Ottawa
D. Booth, General Manager, Switzer
Engineering Services Limited, Mississauga
E. Cox, Confederation College,
Thunder Bay
Davidson, Durham College, Oshawa
A. Hinds, Service Supervisor, T. Eaton
Company Limited, Weston
Ingram, Canadian General Electric
Company Limited, Toronto
G. Keenan, Training Service Officer,
Canadian National Telecommunications,
Toronto
J. Patullo, Conestoga College, Waterloo
Peters, Fanshawe College, London
A. Rothenbury, Lambton College, Sarnia
Sands, Philips Electronics Industries
Limited, Scarborough
Weber, Fleetwood Corporation, Rexdale
White, Humber College, Rexdale
Wragg, Humber College, Rexdale
M. Jennings, Ministry of Colleges and
Universities, *Secretary*

Engineering Training Programs

E. Code, Sault College, Sault Ste. Marie
K. Gordon, Canadore College, North Bay
R.V. Murray, Confederation College,
Thunder Bay
S. Pinder, Seneca College, Willowdale
R.J. Vincent, Durham College, Oshawa
D.M. Jennings, Ministry of Colleges and
Universities, *Secretary*

Heating, Refrigeration and Air Conditioning Programs

Mr. G.I. Bruce, Ministry of Colleges and
Universities
Mr. A. Cameron, Carrier Corporation, Bramalea
Mr. W.N. Drake, Energy Safety Branch, Ministry
of Consumer & Commercial Relations, Toronto
Mr. D. Geddes, Heating, Refrigeration and Air
Conditioning Institute, Etobicoke
Mr. L. Gordge, Ministry of Colleges and
Universities, Toronto
Mr. R. Gow, Hayton Hampel Limited, Hamilton
Mr. J.R. Hartman, Ontario Refrigeration & Air
Conditioning Contractors Association, Sudbury
Mr. J.W. Ingram, Ontario Petroleum Association,
Downsview
Mr. D. Jennings, Ministry of Colleges and
Universities, Toronto
Mr. N. Leckie, Fanshawe College, London
Mr. W.F. Marshall, Marshall Refrigeration
Company Limited, Leaside
Mr. R. Morris, Humber College, Rexdale
Mr. W.J. Murphy, W.C.I. Canada Limited, Guelph
Mr. D. Omand, Industrial Training Council,
Toronto
Mr. J.C. Nyman, Algonquin College, Ottawa
Mr. N. Plummer, Refrigeration Workers of
Ontario, Local Union 787, Downsview
Mr. W. Podd, Mohawk College, Hamilton
Mr. J. Ralston, Ministry of Colleges and
Universities
Mr. G. Takata, Niagara College, Welland
Mr. D. Wheeler, Lennox Industries, Toronto
Mr. W.A. White, Canadian Electronic & Appliance
Services Association, Toronto
Mr. W.I. Rapson, Ministry of Colleges and
Universities





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The Ontario
Council of
Regents
for
Colleges of
Applied Arts
and Technology

1979-1980

Annual Report



✓✓✓
**The Ontario Council of Regents
for Colleges and Applied Arts and Technology**

✓✓✓
ANNUAL REPORT
APRIL 1, 1979 TO MARCH 31, 1980

Mowat Block, Queen's Park
Toronto, Ontario M7A 1L2

✓
April, 1980

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Letter of Transmittal

March 31, 1980.

*The Honourable Bette Stephenson,
Minister of Colleges and Universities,
22nd Floor, Mowat Block,
Queen's Park,
Toronto, Ontario.*

Dear Dr. Stephenson:

It is my pleasure to report to you, on behalf of the Ontario Council of Regents for the Colleges of Applied Arts and Technology, on the activities of the Council for the period April 1, 1979 to March 31, 1980.

Many significant achievements were made in this year which was yet another record year in the growth of the College System. I am grateful to the members of the Council for their dedicated work in this respect and take pride in presenting to you a summary of the Council's activities.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Norman E. Williams", followed by a long horizontal flourish.

*Norman E. Williams,
Chairman.*

Members of the Council of Regents 1979/1980

Mr. N.E. Williams
Toronto, Chairman

Mrs. H.E. Black
Sault Ste. Marie (1980)

Mr. D.W. Coleman
London (1982)

Mr. J.A. Cousineau
Timmins (1980)

Mrs. H.S. Finley
Kingston (1981)

Dr. W.H. Gerhart
Parry Sound (1981)

Mrs. M. Hale
Ottawa (1981)

Mr. L.M. Johnston
Belleville (May 1979)

Dr. C.M. Johnston
Thunder Bay (1980)

Mr. F.H. Kane
Willowdale (1980)

Mrs. C. Lavigne
Cornwall (1981)

Miss J.C. Macdonald
Toronto (1979)

Mr. D.D. McGeachy
London (1979)

Mr. H. Nokes
Peterborough (1980)

Mr. D.N. Omand
Mississauga (1980)

Dr. D.M. Schatz
Toronto (1982)

Mr. E.A. Taylor
Hamilton (1981)

Mr. J.A. Turner
Mississauga (1981), Vice Chairman

Mr. J. Welsh
Petrolia (1982)

Miss A. Zonneveld
Cambridge (1979)

Ms. J.A. Poglitch
Executive Secretary

NOTE: Members' current terms expire
December 31 of the year
shown in parentheses.
Members listed have served
all or part of the fiscal year.

ers of ing Committees 1980

1979 - September 30, 1979.

Executive Committee

Williams—*Chairman*
Turner—*Vice Chairman*
Finley
Johnston
Lavigne
Poglitsh, *Secretary*

Administrative Affairs Committee

Turner—*Chairman*
Black
Johnston (to May 31)
Mecredy, *Secretary*

Program Committee (Business, Applied Arts, Social & Health Services)

Johnston—*Chairman*
Cousineau
Zonneveld
Demetra, *Secretary*

Program Committee (Technical)

Finley—*Chairman*
Gerhart
Omand
Taylor
Judd, *Secretary*

Executive/Staff Affairs Committee

Lavigne—*Chairman*
MacDonald
McGeachy
Nokes
Lynch, *Secretary*

Period

October 1, 1979 - March 31, 1980.

Executive Committee

Mr. N.E. Williams—*Chairman*
Mr. J.A. Turner—*Vice Chairman*
Mrs. H.E. Black
Mr. J.S. Cousineau
Mrs. M. Hale
Mr. E.A. Taylor
Ms. J.A. Poglitsh, *Secretary*

Administrative & Student Affairs Committee

Mrs. H.E. Black—*Chairman*
Mrs. H.S. Finley
Dr. C.M. Johnston
Mr. J. Welsh (From Jan. 1)
Miss A. Zonneveld (to Dec. 31)
Mr. C. Mecredy, *Secretary*

Program Committee (Business, Applied Arts, Social & Health Services)

Mrs. M. Hale—*Chairman*
Mr. F. Kane—(from Aug. '79)
Miss J. MacDonald (to Dec. 31)
Dr. D. Schatz (from Jan. 1)
Mr. J.A. Turner
Mr. G. Demetra, *Secretary*

Program Committee (Technical)

Mr. J.A. Cousineau—*Chairman*
Dr. W.H. Gerhart
Mr. D. Omand
Mr. K. Copeland—*Secretary*

Staff Affairs

Mr. E.A. Taylor—*Chairman*
Mr. D.W. Coleman (from Jan. 1)
Mrs. C. Lavigne
Mr. D. McGeachy (to Dec. 31)
Mr. H. Nokes
Mr. A. Pesce, *Secretary*

Members of Special Committees and Subcommittees 1979-1980

In addition to the standing committees, the Council of Regents has established a number of special committees and subcommittees for specific purposes.

The Council is most appreciative of the contribution of time and effort by the busy people who serve on these committees without recompense. The success of the Colleges of Applied Arts and Technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Accreditation Committee

Mr. J.A. Turner (1981)
Mississauga, *Vice Chairman*
Mrs. H.S. Finley (1981)
Kingston
Miss J.C. Macdonald (1979)
Toronto
Mr. D.D. McGeachy (1979)
London
Mr. D.N. Omand
Toronto
Ms. J.A. Poglitsch, Executive Secretary, Council of Regents
Mr. G. DeMetra, Ministry of Colleges and Universities

Academic Negotiating Committee

Mr. A.M. Pesce (*Chairman*), Ministry of Colleges and Universities
Mr. I. L. McArdle, Ministry of Colleges and Universities Rep.
Dr. Murray Hewgill, Canadore College
Mr. Peter Williams, Fanshawe College
Mr. Murray Tait, Seneca College
Mr. T. Norton, Humber College
Mr. H. E. Smith, Ministry of Colleges and Universities
Mrs. Geri Zubyk, Ministry of Colleges and Universities

Joint Educational Qualifications Subcommittee

Mr. Joseph Dunlop Addley, Fanshawe College (Union Rep.)
Mr. Bob Hebdon, OPSEU
Mr. Craig McKay, Niagara College, (Union Rep.)
Mr. Ivan Mohammed, Conestoga College
Mr. Tom Semadeni, Cambrian College
Mr. Mike Winrow, St. Lawrence College
Mr. Ian McArdle, Ministry of Colleges and Universities Rep.
Mrs. Geri Zubyk, Ministry of Colleges and Universities

Joint Insurance Committee

Mr. E.A. Taylor (*Chairman*), Hamilton, Ontario (Council of Regents)
Mrs. Cécile Lavigne, Cornwall, Ontario (Council of Regents)
Mr. Robert G. Buck, Ministry of Government Services (*Management*)
Ms. Jennie Balasak, Niagara College (*Management*)
Mr. T. Theobald, Tottenham, Ontario (Union Rep.)
Mr. O.A. Rivard, Northern College (Union Rep.)
Ms. G. Hancock, Algonquin College (Union Rep.)
Mr. E.C. Downer, Sir Sanford Fleming College (Union Rep.)
Mr. L. Rosen, (OPSEU Rep.)
Mr. Harley E. Smith, Ministry Rep. (*Management*)

Provincial Committee On Job Evaluation

Mr. J. P. Ellwood (*Chairman*), Centennial College
Mr. H. A. Kirkconnell, Durham College
Mrs. Geri Zubyk, Ministry of Colleges and Universities
Mr. Jim Davison, Humber College
Mr. S.A.M. (Bud) Robertson, Sir Sandford Fleming College

Duties and Responsibilities of the Council of Regents

Consultative Committee

Nokes (*Chairman*), Peterborough,
(*Council of Regents*)
Kane, Willowdale, Ontario, (*Council of*
(*s*)
Hinds, Centennial College, (*Administrative*)
Barron, Ontario Municipal Employees
ment Board (*O.M.E.R.S.*)
y Smith, Ministry of Colleges and Univer-
Rep.
rodie, Humber College (*Administrative*)
obald, Tottenham, Ontario (*Academic*)
lancock, Algonquin College (*Academic*)
Downer, Sir Sandford Fleming College
(*Support*)
Rivard, Northern College (*Support*)
Rosen, Benefits Officer (*OPSEU Rep.*)

Staff Classification Subcommittee

Butler (*Chairman*), Canadore College
Irons, St. Lawrence College
nie Balask, Niagara College
McClelland, Sault College
Clark, Mohawk College
i Zubyk, Ministry of Colleges and Univer-

Staff Negotiating Committee

M. Zubyk, Ministry of Colleges and Univer-
Bryson, Confederation College
Bertrand, Cambrian College
Podmore, Conestoga College
McAusland, St. Clair College
Smith, Ministry of Colleges and Univer-
Pesce, Ministry of Colleges and Univer-

The Council of Regents is composed of a full-time chairman, 14 lay persons who serve three-year terms of office, and the Chairman of the Industrial Training Council who is cross-appointed. The Council meets to conduct business for two to three days a month. All members are appointed by the Executive Council of the Ontario Government in such a manner as to represent as broad a spectrum of the citizens of the province as possible. For efficiency, the Council business is channelled through four standing committees. The division of responsibilities among the committees is designed to equalize the workload as much as possible.

THE EXECUTIVE COMMITTEE consists of the chairman and vice-chairman of the Council and the chairman of each of the four standing committees. The Committee provides consultation and assistance to the chairman on Council business and acts on matters of emergency which must be dealt with between Council meetings.

THE ADMINISTRATIVE AND STUDENT AFFAIRS COMMITTEE deals with board appointments and all administrative matters relating to the colleges. This committee also deals with all student affairs other than the actual educational programs.

THE PROGRAM COMMITTEE (BUSINESS, APPLIED ARTS, SOCIAL AND HEALTH SERVICES) considers applications for new programs and program changes, and evaluates continuing programs in the fields of business, applied arts, social services and health.

THE PROGRAM COMMITTEE (TECHNOLOGY) considers applications for new programs and program changes, and evaluates continuing programs in the technical area.

THE STAFF AFFAIRS COMMITTEE is responsible for collective bargaining for both the Academic and Support Staff units and for recommending salary scales and conditions of employment for management staff who are excluded from the bargaining units.

Recommendations from the standing committees come together in the plenary sessions of the whole Council for executive action or recommendation to the Minister as required by regulations.

Most meetings are held at Colleges of Applied Arts and Technology to provide an opportunity for the college community and Council members to discuss areas of mutual interest and concern. To optimize such interaction within the time available, the Council usually divides into three or four sections to permit dialogue with students and staff to take place concurrently.

The Council of Regents also participates each year in an annual conference with members of boards of governors of colleges collectively. In addition, Council members try to meet annually with individual boards of governors to review the implications of each college's multi-year plan submission.

Executive Authority

Collective Bargaining

Under authority of an Act Respecting Collective Bargaining for Colleges of Applied Arts and Technology (1975) the Council acts on behalf of boards of governors of the colleges in collective bargaining with representatives of college employees.

Boards of Governors

The Council appoints eight members to each college board of governors and provides the formula for municipal appointments where the college area comprises two or more municipalities. The additional four members of college boards are then appointed by the municipalities.

Master Plans

The master plans of the colleges and modifications thereto, are submitted to the Council of Regents for approval. The Council may modify or alter the plans before forwarding to the Minister for final approval. This includes changes to the master plans, such as the establishment of new campuses, the purchase, sale or transfer of property and the establishment of new buildings not in previously approved plans.

Multi-Year Plans

The Council is responsible by regulation for determining the content, format and timing of the year plans of the colleges which are submitted to the Council. The Council attempts to make an annual visit to each college to discuss with the boards of governors and the senior administrators the implications of their plan. The Council is supported in this by analysis of the plans carried out by the Ministry.

Delegated Authority

Program Approvals

The approval of new and modified education programs is delegated to the Council of Regents. The Council consults with the Minister before approval is given to any program involving a change of government policy.

Policy Determinations

The Council of Regents assists the Minister in the development of policy for Colleges of Applied Arts and Technology in two ways; either by initiating studies on its own, or by consideration of issues referred by the Minister. In either case, the Council's recommended policy statements are submitted directly to the Minister for his or her consideration.

year from April 1, 1979 to March 31, the Council of Regents held ten regular meetings of which eight included visits to colleges. One was held concurrently with the annual meeting of the Association of Colleges of Applied Arts and Technology of Ontario (ACAATO). The annual meeting was held in conjunction with colleges including sessions with students, staff and governors. Representatives of the Committee of Presidents of Colleges of Applied Arts and Technology (COPCAT) attended all regular meetings of the Council except the June policy meeting. Their participation is appreciated, both for their valuable contributions to the deliberations of the Council and for the method of maintaining communication between the Council, college boards and colleges.

Number

April 18, 19, 20, 1979 at Georgian College, Barrie and at the Continental Inn
May 16, 17, 18, 1979 at Loyalist College, Belleville and at the Four Seasons Hotel
June 20, 21, 22, 1979 at the Arrowhead Pines Motel, Algonquin Park
September 19, 20, 21, 1979 at Fanshawe College, London and at the Ramada Inn
October 17, 18, 19, 1979 at Sir Sandford Fleming College, Peterborough and at the Red Oak Inn
November 21, 22, 23, 1979 at Cambrian College, Sudbury and at the Peter Piper Inn
December 12, 13, 14, 1979 at Seneca College, Willowdale and at the Prince Hotel and the Management Development Centre, King Campus
January 16, 17, 18, 1980 at Centennial College, Scarborough and at the Holiday Inn East
February 20, 21, 22, 1980 at the Chelsea Inn, Toronto
March 19, 20, 21, 1980 at Conestoga College, Kitchener and at the Valhalla Inn

at Seminar

October 20, 1979 at Sir Sandford Fleming College, Peterborough

Executive Committee

During 1979-80, the Executive Committee met seven times. Five meetings were held in conjunction with regular Council meetings to discuss matters which either were before the Council or might be brought before the Council in the future, and two meetings were held to conduct business between regular Council meetings. Items dealt with by the Committee ranged from planning of events such as the Colleges' Multi-Year Plan meetings, the annual policy meeting, and the student meeting, to discussion of issues such as the potential effects of social and economic changes on the future of the college system and approval of college requests relating to, for example, sites and programs.

Administrative and Student Affairs Committee

With regard to Administrative Affairs the Committee reviewed nominations for vacancies on college boards of governors and recommended action to the full Council on reappointments and new appointments. The turn-over of board members during the period was about average for the system and nearly sixty recommendations were forwarded by the Committee to the Council.

A broad range of administrative problems were examined by the Committee and discussed with the Council. Some of the more noteworthy issues are set forth below.

- (a) A proposal to formalize inter-college regional co-operation.
- (b) A proposal for a special fee policy for a unique international program.
- (c) Purchase of additional parcels of land for college use.
- (d) The solicitation of industry support for more efficient cooperative programs.
- (e) The examination of certain letters of concern commenting on college operating procedures.
- (f) The restructuring of the standing committees of the Council.
- (g) The review of regulations concerning college boundaries.
- (h) The analysis of the number of females on boards of governors throughout the system.
- (i) The review of regulations concerning testimonial advertising by the colleges.

- (j) The examination of criteria used in the selection of members to college boards of governors.
- (k) The review of regulations regarding college fund-raising activities.

With regard to student affairs, the Committee conducted *A Review Of Admissions Policies, Standards and Selection Procedures*.

The steering committee struck to achieve this task was composed of two college vice-presidents, three college registrars and two Ministry officials.

In consultation with the Ministry of Colleges and Universities, the steering committee focused on several areas of concern with a view to identifying those issues significant to the Ministry and to the colleges, and to examining perceptions of applicants to colleges. Specifically, the committee sought to:

- review the admissions policies and procedures now in effect in the Colleges of Applied Arts and Technology.
- identify areas of significant variation among colleges in their admissions processes.
- examine the adequacy of current admissions policies as contained in the *Basic Documents* and in Ministry directives, especially in the light of *Revised Objectives for Colleges* now in the course of preparation.
- identify policy issues which create problems resulting in inconsistent handling of student applicants by colleges.
- assess the significance of these problems and issues and make recommendations to the Director, College Affairs Branch.

The steering committee met often over a period of many months and in May of 1978, submitted to the Ministry, a Report and Summary entitled "A Review Of Admissions Policies, Standards and Selection Procedures In Ontario Colleges Of Applied Arts And Technology".

During 1978 and 1979, this report and its thirty-eight recommendations were thoroughly analyzed by the Council of Regents at their monthly meetings. At the June 1979 meeting, thirty-two recommendations were submitted to the Minister.

Individual colleges, the Committee of Presidents, the Committee of Registrars, and Admissions Officers, Senior Academic Officers and Min-

istry officials also submitted comments on the report and its recommendations.

In November 1979, twenty-one recommendations were accepted by the Minister for implementation by all colleges for the 1980-81 academic year.

As a matter of continuing policy, the Council of Regents maintains contact with student government through its regular meetings with the various college student associations, applied arts and technology.

While particular concerns vary from region to region, there is a consistent priority of issues which are brought to the attention of the Council of Regents.

On October 20, 1979, student association representatives met with the Council for its annual seminar at Sir Sandford Fleming College, Elgin Campus, in Peterborough, Ontario. Student representatives from all twenty-two colleges participated and presented the following agenda of topics which were discussed in detail, with the members of the Ontario Council of Regents:

1. Tuition Fees
2. Ancillary Fees
3. Ontario Student Assistance Program
4. Housing
5. Athletic Facilities
6. French Programs
7. Tax Exemptions
8. Recognition of Ontario College Student Association
9. Assistant to Student Affairs Co-ordinator
10. Council of Regents Reports and Resolutions
11. Student Evaluation of Faculty and Programs
12. Legislation Information:
 - (a) Legal drinking age
 - (b) Special occasion permits
13. Space Allotment
14. Attrition Study
15. Status of Negotiations Between Management and College Faculty—Students' Position
16. Timing of Future Meetings

At the January 16, 1980 meeting of the Administrative and Student Affairs Committee, considerable discussion took place about the future of the annual seminars with student association representatives.

The following three motions were passed unanimously:

monthly discussions be held on the Wednesday afternoon preceding the regular Council of Regents meetings with the executive of the college student association/council/union.

Annual regional discussions will be held on Wednesday afternoon preceding the regular Council of Regents meetings, with the student association/council/union presidents. These regional discussions will be held in conjunction with the monthly discussions involving the host college student association/council/union executive.

Attendance will be by *invitation* at the annual semi-annual meetings of the Ontario College Student Association.

During the year, four meetings involving the members of the Council of Regents, the Executive Director and the Student Affairs Co-ordinator and with Mr. Brad Forwell, President, Ontario College Student Association.

The Council of Regents continues to place high priority in all of the issues involving the concerns of college students.

Technical Committee (Technical)

In addition to considering college requests for program approvals and receiving notice of program cancellations and cancellations, the Committee considered and made recommendations on the following topics:

The Committee evaluated progress reports on the following programs:

(i) Energy Systems Technology—Mohawk College

(ii) Mechanical Engineering Technology (Solar)—Humber College

The Committee, jointly with the Program Committee (B.A.S.H.), recommended that a decision on the future role of the Program Committees be deferred until the proposed changes in the program approval and evaluation process have been instituted and are functioning.

The Committee received the Competency Benchmarks for Technology programs which have been developed, to date, and recommended that the Accreditation Committee be advised of the progress of the project; also,

that the Committee consider the role of these documents in the accreditation process.

- (d) The Committee, jointly with the Program Committee (B.A.S.H.), recommended approval of the proposed new program approval procedure.
- (e) The Committee, jointly with the Program Committee (B.A.S.H.), recommended approval of the proposed new programs; also, that they be reviewed in six months if warranted.
- (f) The Committee, jointly with the Program Committee (B.A.S.H.), discussed the matter of a review system for CAAT programs, and recommended that the Ministry of Colleges and Universities prepare a report for the Council of Regents.
- (g) The Committee, jointly with the Program Committee (B.A.S.H.), received the presentation from Mohawk College on the Mohawk/McMaster diploma/degree concurrent programs.

Staff Affairs Committee

During the year the Committee dealt with a wide variety of matters related to the terms and conditions of employment of administrative staff, support staff, and faculty. Following are some of the major issues dealt with by this Committee:

- (a) Recommendations for a salary adjustment for administrative staff, effective July 1, 1979.
- (b) Because of serious concerns over the appropriateness of the treatment accorded the administrative staff, the Committee undertook to review all aspects of their terms and conditions of employment. A committee to review all the non-salary terms and conditions of employment was appointed. Also, it recommended that a consulting firm be engaged to review the appropriateness of the existing salary administration system, as well as the existing criteria for recommendation of salary adjustments. Reports on these issues are expected by October 1980.
- (c) During the year, negotiations with the support staff bargaining unit, as represented by the Ontario Public Service Employees Union, were completed and a two-year agreement was signed on November 5, 1979. The con-

tract is in effect from September 1, 1979, and expires on August 31, 1981.

- (d) Negotiations with the academic staff bargaining unit, as represented by the Ontario Public Service Employees Union were also held during the past year. The agreement will be signed imminently and it has an effective date of September 1, 1979. All of the matters in the agreement will be in effect until August 31, 1981, with the exception of the salary rates for the second year of the agreement, which both parties agreed to negotiate during 1980.
- (e) The academic agreement has been challenged by a faction of the bargaining unit and, as a consequence, the Council of Regents, through its Representatives, will be involved in hearings with the College Relations Commission and the Ontario Labour Relations Board.
- (f) Because of difficulties encountered in the bargaining process, the Committee undertook to study the total process from the employer's point of view and, as a result, it approved, in principle, the creation of a Collective Bargaining Steering Committee which should be implemented by early Fall. This committee will recommend to the Council of Regents the employer's mandate for bargaining, assist the bargaining team in arriving at appropriate bargaining strategies, and assist in the analysis of college-wide grievances.
- (g) The Committee, at the request of several Boards of Governors, undertook to develop a sample employment contract for the Presidents of the colleges. This contract is now in the process of being reviewed by all interested parties for potential implementation next year.
- (h) In the area of benefits, the Committee devoted a considerable amount of time to the creation and implementation of dental plans for the three employee groups in the colleges. It recommended a 4% adjustment to the pensions for college pensioners. It approved several reciprocal agreements on pension transfers with other institutions. It also dealt with the problem of escalating health costs by approving premium increases for extended health, long-term disability, group life insurance, and group health insurance plans.

- (i) The Committee also made several recommendations to the various committees representing it, such as the Joint Insurance Committee, the Pension Consultative Committee, Support Staff Classification Subcommittee.

Program Committee (Business, Applied Social and Health Sciences)

The Program Committee reviewed college proposals and acted on them by either approving, recommending further development, or not approving. Programs which were approved are elsewhere.

Notices of suspension and cancellation of programs were also received and forwarded to colleges for information.

In addition to the review of program proposals, suspensions and cancellations, the Committee activities included the following:

1. Post-basic program in occupational health nursing was approved in several colleges to meet a need in this area. Four Metro Toronto Colleges and one other college submitted a multi-college proposal reflecting a laudable approach to joint planning of colleges. The post-basic program areas included critical care and gerontology.
2. Revised standards for diploma nursing and nursing assistant programs were approved. Modifications to the standards for diploma nursing programs were made as per recommendations made by the special Committee of the Minister of Colleges and Universities on Clinical Experience for Diploma Nurses. These include the extension of clinical experience from the provincial minimum standard of 1200 hours to 1625 hours and the introduction of a continuous, consistent post-graduate clinical experience of 14 weeks.
3. The evaluation of the basic nursing programs within the college system was considered. The developed self-evaluation instruments were released to the colleges for their voluntary application. The Council decided to approach the College of Nurses of Ontario with a request to have the current assessment service, carried out by the College of Nurses on behalf of the Council of Regents, continued.

Appointments to Boards of Governors

ual reports were received on the Provin-
Advisory Committee on Nursing Educa-
activities and the College of Nurses
assessments of programs. The latter in-
ated that all basic programs continued to
et the provincial standards.

h competency statement charts developed
radiography and pharmacy assistant pro-
ms were accepted and forwarded to the
leges. The radiography chart was also for-
rded to the Canadian Association of
ical Radiation Technologists for their
ference in revising the national syllabus.
e Committee approved the formation of an
hoc committee on the Library Technician
ograms for the revision of Provincial Pro-
am Guidelines.

ie Committee approved the formation of a
ovincial Interministerial/Interagency Review
mmittee to explore the role of the CAAT
w and Security Programs in the network of
licy Education in Ontario.

ie Committee, jointly with the Program
mmittee (Technical), considered and made
ommendations on the following:

e recommended approval of the proposed
new program approval procedure;
discussed the matter of a review system
for CAAT programs;

received the presentation from Mohawk
College on the Mohawk/McMaster diplo-
ma/degree concurrent programs.

The Council of Regents has the responsibility for appointing the majority of the twelve members of each college's board of governors for the colleges; others are appointed by various municipalities within each college's area.

Council of Regents policies regarding college board appointments are set forth below. The policies are intended to ensure that the requirements of Regulation 169 (Ministry of Colleges and Universities Act) are applied equitably and consistently. The Council may, on occasion, deem it necessary to make exceptions to one or more of the policies in order to serve the best interests of a college.

1. The Council of Regents will not formally solicit nominations for positions on college boards of governors from sources other than the college boards, but if such nominations are received they will be given equal consideration.
2. College boards will be given the opportunity to comment on nominees received from all other sources.
3. For the purpose of determining the number of years served by a governor, any portion of a year served shall count as a full year.
4. The normal term of appointment is four years. A new governor shall be appointed either for a four-year term or for the balance of a term not completed by the previous incumbent. The maximum number of consecutive appointments to a board is two.
5. The Council requests at least three nominations for each vacancy on a board of governors. As one of the three nominations, a board may request the reappointment of a governor whose term is expiring.
6. A board of governors should be broadly representative of the college's community. Its membership should include individuals who are active in community affairs; interested in the activities of the college; able to represent the views of significant cultural or economic groups in the area; and prepared to devote time and talent to acting as a director of a multi-million dollar corporation.

The Council specifically seeks as board members men and women who:

- a. represent various parts of the college's geographic area;

- b. have served effectively on college advisory committees;
- c. are graduates of the college who have become established in the area and can represent the student point of view;
- d. are representative of significant population groups in the college's community; and,
- e. represent local business, industry, labour, the professions and community agencies.

The complete list of governors of the Colleges of Applied Arts and Technology, as of March 31, 1980 is given here:

Algonquin

Council Appointees: Ms. C. Booker, Ottawa; Mr. G.P. Dunlop, Perth; Dr. J.O. Foohey, Pembroke; Mr. P.L. Morel, Ottawa; Prof. H.H.J. Nesbitt, Ottawa; Mrs. E. Scotton, Ottawa; Mrs. G. White, Kanata; Mrs. G. Wiltshire, Ottawa.

Municipal Appointees: Mr. J. Cochran, Carleton Place; Mrs. C.J. Dobell, Ottawa; Mr. L. Reeves, Ottawa; Mr. A. Sarazin, Rockland.

Cambrian

Council Appointees: Mr. R.E. Barbeau, Sudbury; Mr. R.E. Laamanen, Sudbury; Dr. B.G. Lynch, Sudbury; Mrs. G.P. Powles, Val Caron; Mr. G. Raymond, Sudbury; Mr. W.L.W. Taylor, Falconbridge; Mr. F.S. Sorochinsky, Copper Cliff; Ms. E.M. Turcott, Sudbury.

Municipal Appointees: Mr. D.R. Diebel, Espanola; Mr. A. Fex, Lively; Mr. M.G. Lamoureux, Sudbury; Mr. J.A. Little, Little Current.

Canadore

Council Appointees: Mr. B.C. Barrington, Sturgeon Falls; Mrs. L. Duchesneau-McLachlan, North Bay; Rev. N. Goater, North Bay; Mr. P. Goulais, Sturgeon Falls; Mr. A.H. LaFrance, North Bay; Mr. C. Lucenti, North Bay; Mrs. J. Schryer, North Bay; Mr. R.J.T. Smith, North Bay.

Municipal Appointees: Mr. P. Birnie, North Bay; Mr. J.F. Bourne, North Bay; Mrs. P. Rainville, Mattawa; Mr. B. Vannier, Sturgeon Falls.

Centennial

Council Appointees: Mrs. J. Campbell, Scarborough; Mr. J. Daly, Toronto; Mr. B. Hardcastle,

Scarborough; Mrs. E. Head, Scarborough; Myatt, Scarborough; Mr. F.J. Speer, Toronto; B. Tomasik, Agincourt; Mr. N. Young, Toronto.
Municipal Appointees: Dr. F.W. Hart, Toronto; Alderman P.E. Oyler, Toronto; Mr. J.H. Portborough; Mr. R.S. Taylor, Scarborough.

Conestoga

Council Appointees: Miss V. Aboud, Guelph; J.R. Ashton, Cambridge; Mr. A.P. Dilks, Stratford; Mr. F. Grespan, Kitchener; Mrs. V. Kerr, Kitchener; Mr. J. Rennie, Guelph; Mrs. R. Tully, Stratford; R.G. Shrier, Goderich.

Municipal Appointees: Mr. A. Campbell, Seaforth; Mr. J.P. Duffy, Waterloo; Mr. L. Mackenzie, E. Waterloo; Mrs. D. Worden, St. Pauls.

Confederation

Council Appointees: Mr. G.A. Bannon, Thunder Bay; Mr. W.E. Bryan, Thunder Bay; Ms. D. Gault, Fort Frances; Mr. A.G. Jones, Thunder Bay; Dr. R.N. MacKenzie, Thunder Bay; Mr. R.M. McMuldloch, Thunder Bay; Mrs. A.A. Powell, Thunder Bay; Ms. M.A. Twomey, Schreiber.

Municipal Appointees: Mr. J.N. Davidson, Kenora; Mr. R.K.B. Dunlop, Dryden; Mr. J. Masters, Thunder Bay; Mr. R.B. McCormack, Thunder Bay.

Durham

Council Appointees: Mrs. K. Guselle, Oshawa; J.C. Larmond, Oshawa; Mrs. R. Milne, Oshawa; B. Perry, Oshawa; Mr. C.G. Pilkey, Don Mills; Mr. Schilling, Whitby; Dr. K.W. Slemon, Bowmanville; Mr. B.R. Waters, Oshawa.

Municipal Appointees: Mr. H.C. Crowell, Port Hope; Alderman J. McLaughlin, Oshawa; Mr. E.F. Marston, Port Hope; Mr. S.B. Rutherford, Oshawa.

Fanshawe

Council Appointees: Mr. B. Calder, Woodstock; Mrs. G. Grant, London; Mr. R. Hughes, Stratford; Ms. G.E. Lamb, London; Mr. R.J. Murray, London; Dr. T.K. Siess, London; Dr. O.H. Warwick, London.
Municipal Appointees: Mr. D.K. Eckel, Woodstock; Mr. K.M. Jones, Simcoe; Mrs. P. Olien, London; B. Thacker, St. Thomas.

George Brown

Council Appointees: Mr. B. Bone, Don Mills; Mr. Bradley, Willowdale; Mr. J.M. Farley, Oakville; Mr. M. Fatt, Toronto; Mr. G.L. Mollenhauer, Toronto; Dr. Q. Rae-Grant, Toronto; Mrs. S.A. [unclear], Toronto; Mr. Wm. A. Villano, Toronto.
Municipal Appointees: Mrs. E. McLean, Toronto; Mr. Opperman, Toronto; Alderman J.J. Piccinini, Toronto; Mr. R. Spencer, Toronto.

Georgian

Council Appointees: Mr. W.H. Green, Parry Sound; Mr. Hartog, Cambridge; Mr. R.E. Lynch, Barrie; Mr. Mitchell, Barrie; Mrs. B. Spooner, Collingwood; Mrs. B. Thompson, Bracebridge; Mr. J.A. [unclear], Orillia; Mr. R.A. Yates, Owen Sound.
Municipal Appointees: Mr. A. Field, Durham; Mrs. [unclear], Warton; Mr. L. Thomson, Orangeville; Mr. J. Wales, Everett.

Humber

Council Appointees: Mr. J. Fenton, Islington; Mr. H. [unclear], Islington; Mrs. I. Glover, Toronto; Mr. A.R. [unclear], Etobicoke; Mr. E.S. Jarvis, Islington; Ms. M. [unclear], Downsview; Mr. R.D. Schwass, Toronto; Mr. E. Venchiarutti, Toronto.
Municipal Appointees: Mrs. L.S. Bendera, Islington; Mr. Deaves, Etobicoke; Mrs. K. Goodbrand, [unclear]; Mr. F.J. Lambert, Toronto.

Lambton

Council Appointees: Mr. W.A. Bradshaw, Petrolia; Mr. B. Gilpin, Forest; Mrs. C.L. Harris, Sarnia; Mr. C. MacGregor, Sarnia; Mr. T.H. Milson, Sarnia; Mrs. E.M. Rupar, Sarnia; Mr. P.D. Scott, Sarnia; Mr. C.S. Sullivan, Sarnia.
Municipal Appointees: Mr. K. James, Sarnia; Mr. A. [unclear], Sarnia; Mr. T. Sharp, Florence; Alderman [unclear], Shipley, Sarnia.

Loyalist

Council Appointees: Mr. F.H. Bellstedt, Corbyville; Mr. R. Burrows, Belleville; Mr. D.M. Campbell, [unclear]; Mr. G.A. Ketcheson, Madoc; Dr. J.S. [unclear], Belleville; Mr. I.E. Reilly, Belleville; Mrs. M. [unclear], Cloyne; Ms. D.S. Spencer, Tweed.
Municipal Appointees: Mr. A. Anderson, Bloomfield; Mr. Jenkins, Bancroft; Mrs. R. Wartman, Napa; Mr. R.W. Weaver, Trenton.

Mohawk

Council Appointees: Mrs. M. Allwood, Hamilton; Dr. A.N. Bournes, Hamilton; Mr. L.A.S. Crews, Brantford; Mr. S. Fletcher, Hamilton; Dr. J.D. Galloway, Burlington; Mr. A.J. Harris, Hamilton; Mr. J.C. Jagard, Hamilton; Mr. J.A. Miller, Brantford.
Municipal Appointees: Mr. H. Hynd, Hamilton; Mr. E. W. Scarrow, Brantford; Councillor A. Sloat, Ancaster; Mr. F.F. Wiley, Brantford.

Niagara

Council Appointees: Mr. R.J. Babin, Port Colborne; Mr. A. Custode, Ridgeville; Dr. J. Dubois, Welland; Mrs. M.R. Ferguson, Welland; Mr. W.J. Fraser, St. Catharines; Mr. G.W.B. Hostetter, Niagara-on-the-Lake; Mr. A. Ironside, Niagara Falls; Mr. J.B. McLaughlin, St. Catharines; Mr. H.B. Picken, Niagara-On-The-Lake; Mr. G.B. Sampson, Niagara Falls; Mrs. B.A. Troup, Jordan Station.
Municipal Appointees: Rev. D. Foley, Welland; Mrs. H.H. Lancaster, St. Catharines; Mr. W. Stanyer, Niagara Falls; Mr. R.A. Wilson, Port Colborne.

Northern

Council Appointees: Mr. A.S. Aidelbaum, Kirkland Lake; Mrs. C. Battochio, Schumacher; Dr. G.W. Burgman, Kirkland Lake; Mrs. N.N. Calbick, Timmins; Mr. R.D. Campbell, Timmins; Mr. M.D. Giles, Elk Lake; Mrs. J. Guertin, Kapuskasing; Mr. L. Laforest, Timmins; Mr. R. Levesque, Timmins; Mr. H.A. Moore, Cobalt; Mr. A.D. Morton, Kirkland Lake; Mr. M.W.M. Stevens, Timmins.

St. Clair

Council Appointees: Mr. C.W. Case, Chatham; Mr. R.C. Gates, Windsor; Mrs. E. Gray, Windsor; Mr. L. Haggith, Windsor; Mrs. P. Letourneau, Windsor; Dr. M.L. Petras, Windsor; Mr. P. Plunkett, Windsor; Dr. H.C. White, Kent Bridge.
Municipal Appointees: Mr. F. Cada, Windsor; Mr. M. Campbell, Chatham; Mr. J. Quinn, Windsor; Mr. M.G. Solcz, St. Clair Beach.

St. Lawrence

Council Appointees: Mrs. S. Collins, Odessa; Mrs. J. Fraser, Alexandria; Mr. R.K. Jones, Kingston; Mr. A.J. Lee, Sharbot Lake; Ms. J. MacLean, Brockville; Mrs. J.M. Sheridan, Prescott; Mr. B.J. Shields, Cornwall; Ms. J. Wills, Brockville.

Program Approvals

Municipal Appointees: Mr. F. Guidon, Cornwall; Mr. R. Leger, Cornwall; Mr. J.A. Stretton, Kingston; Mr. J.T. Wells, Maitland.

Sault

Council Appointees: Mr. D.E. Bowman, Sault Ste. Marie; Mrs. M. Dobie, Sault Ste. Marie; Dr. R.A. Drake, Sault Ste. Marie; Mr. A. Gold, Sault Ste. Marie; Mrs. N. Jondreau, Sault Ste. Marie; Mr. H. Oliphant, Sault Ste. Marie; Mr. R.J. Wismer, Sault Ste. Marie; Mr. L.C. Woodcock, Sault Ste. Marie.
Municipal Appointees: Mr. L. Henderson, Wawa; Mr. A.H. Rose, Sault Ste. Marie; Mr. P. Salituri, Sault Ste. Marie; Mr. F. Teague, Elliot Lake.

Seneca

Council Appointees: Mr. J. Brechin, Don Mills; Mr. T. Broadhurst, Richmond Hill; Dr. A.E. Courtney, Toronto; Mr. J.R.A. MacKenzie, Scarborough; Mr. L.A. Rice, Brampton; Mrs. J. Sabiston, Don Mills; Mr. P. Suddick, Willowdale; Mrs. D.M. Wicks, Pickering.

Municipal Appointees: Alderman B. Burton, North York; Alderman A.M. Heisey, Don Mills; Mr. M.J. McDonald, Sutton West; Mayor G.D. Timpson, Aurora.

Sheridan

Council Appointees: Mr. H.J.A. Brown, Mississauga; Mr. G.B.P. Farrow, Toronto; Mr. J.W. Hawkins, Burlington; Mrs. J.E. Johnston, Oakville; Mr. R.C. McLeod, Burlington; Mr. J.D. Ostler, Brampton; Mrs. A.F. Ryckman, Burlington; Mrs. B. Skinner, Mississauga.

Municipal Appointees: Mr. J.C. Aziz, Mississauga; Mr. R. Planche, Oakville; Mrs. M.M. Powys, Milton; Mr. K.G. Whillans, Brampton.

Sir Sandford Fleming

Council Appointees: Mr. P.D. Brown, Peterborough; Mrs. M.F. Clarkson, Peterborough; Mr. W.T.L. Coburn, Minden; Mrs. M. Fawcett, Lindsay; Mrs. L. Fisher, Cobourg; Mr. L. Groombridge, Peterborough; Mr. J.D. Hodgson, Haliburton; Prof. S.T. Robson, Peterborough; Mr. W.J. Shields, Cobocok; Mr. W.F. Whetung, Lakefield.

Municipal Appointees: Mr. L.P. Mahon, Peterborough; Mr. H. Simpson, Lindsay.

During the year, the following educational program approvals were given to the colleges concerned. Program approval does not imply any financial or other commitment on the part of the Ministry. It merely allows the college to mount the program if operating and capital funds are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals which are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is convinced that every program has good employment possibilities for its graduates, and for that reason a number of programs have enrolment limitations placed upon them. The Council has also approved the cancellation of a number of programs.

In making decisions on program approvals, the Council of Regents is aided by the provincial consultative committees listed in the appendix. The assistance of these groups is sincerely appreciated.

Algonquin College

Gerontology—Multi-Discipline, 400 hours full-time or part-time, English and French, Byron Campus approved 79/1

Cambrian College

Registered Nurse—Occupational Health Nursing, Sudbury 2 years, part-time (494 hours)

approved 79/1

Audio-Visual Technician/Technicien en audio-visuel (4 semesters), Barrytown Campus

approved 80/1

Electronics Engineering Technology—Bilingual (6 semesters) Barrytown Campus

approved 80/1

Civil Engineering Technician—Bilingual (4 semesters) Barrytown Campus

approved 80/3

Canadore College

Health Care Aide, part-time, 40 weeks or longer, North Bay

approved 79/12

Centennial College

International Communications (4 semesters),
Woods Campus
approved 79/9/17

Confederation College

Arts Administration, (6 semesters),
Bay (2 years Co-op)
approved 79/4/18
Business Administration—Accounting and
Finance, Thunder Bay, (6 semesters)
approved 80/3/19

Durham College

Engineering Technology, (6 semesters)—
approved 80/1/16

Fanshawe College

Construction—Carpentry Techniques,
(6 semesters) Main Campus
approved 79/12/12
Health Sciences Program
approved 80/2/20
Registered Nurse—Neurological Nursing Program,
Campus (17 weeks—full time) (5 semesters
part-time)
approved 80/3/19

George Brown College

Registered Nurse—Occupational Health Nursing—
College 3 years part-time (450 hours)
approved 79/11/21
Construction Engineering Technology,
(6 semesters) Casa Loma Campus
approved 80/3/19

Georgian College

Business Assistant Program—Penetanguishene
approved 80/2/20
Business Technician, (4 semesters)—Barrie
approved 80/2/20
Mechanical Engineering Technology Industrial
(6 semesters)—Barrie
approved 80/2/20
Mechanical Engineering Technology—Control
Systems—(6 semesters)—Barrie
approved 80/2/20

Business-Retail Marketing (4 semesters)—Owen
Sound
approved 80/3/19
Municipal Construction Assistant (2 semesters)—
Barrie
approved 80/3/19

Humber College

Human Sexuality: Counselling and Teaching (360
hours)—Part-time
approved 79/5/16
Registered Nurse—Respiratory Nursing—Osler
Campus
approved 79/11/21
Registered Nurse—Mental Health Nursing—Osler
Campus
approved 79/11/21
Registered Nurse—Occupational Health Nursing—
Osler Campus 3 years, part-time (450 hours)
approved 79/11/21

Mohawk College

Registered Nurse—Occupational Health Nursing
(2 semesters) Part-time
approved 79/5/16
Medical Diagnostic Ultrasonography—(52 weeks),
Full-time, Chedoke Campus
approved 79/9/17
*Mechanical Engineering Technology—Motive
Power* (6 semesters) Fennell Campus
approved 80/2/20

Niagara College

Registered Nurse—Occupational Health Nursing—
Welland Campus 3 years, Part-time, (450 hours)
approved 79/11/21
*Tourism—Tours and Attractions, Tourisme—Tours
et Attractions* (4 semesters)—Welland
approved 80/3/19
Bilingual General Business (4 semesters)—Welland
approved 80/3/27

St. Clair College

*Basic Operating Room Nursing for Registered
Nurses*—Windsor, Thames, (320 hours) Full or
Part-time
approved 79/11/21
Hospital Orderly, (154 hours)—(14 weeks)—Part-
time Windsor, Thames
approved 79/11/21

Sault College

Mechanical Engineering Technician—Tool and Die Design, (4 semesters)—Northern Ave. Campus

approved 79/11/21

Water Resources Engineering Technology—Northern Ave. Campus (6 semesters)

approved 79/11/21

Seneca College

Psycho-Social Nursing Option, 14 weeks (122 hours) Part-time, Leslie Campus

approved 79/9/17

Registered Nurse—Occupational Health Nursing—Leslie Campus 3 years, Part-time (450 hours)

approved 79/11/21

Secretary-Bilingual (4 semesters)—King Campus

approved 79/12/12

Electronics Engineering Technician—Computers—Finch Campus (2 semesters)

approved 80/1/16

Golf Course Technician—King Campus (6 semesters)

approved 80/2/20

Harness Horse Industry Operations—Standard Bred—King Campus

Fire Protection Technician (4 semesters)—Finch Campus

approved 80/2/20

Word Processing—Correspondence—Finch and King Campus (2 and 4 semesters)

approved 80/3/19

Human Resources Management—Finch Campus (2 semesters), Post-diploma

approved 80/3/19

Word Processing Operator Legal—King Campus (2 semesters)

approved 80/3/19

Sheridan College

Registered Nurse—Occupational Health Nursing—Credit Valley Campus, 3 years, Part-time (450 hours)

approved 79/11/21

Microcomputer Management, 2 years, (4 semesters)—Oakville Campus

approved 79/11/21

Mechanical Engineering Technology—Facilities

Operational Management—Brampton Campus (6 semesters)

approved 79/11/21

Visual Merchandising—Arts, (4 semesters)—ville Campus

approved

Word Processing Procedures and Administration—Oakville and Brampton (4 semesters)

approved

Sir Sandford Fleming College

Registered Nurse—Refresher—(22 weeks)—McDonnell Campus

approved 8

Business Administration—Materials Management—Brealey Campus, (6 semesters)

approved 8

period preceding the announcement of the operating grants for the individual colleges. The funding Task Force of the Council of Regents recommended to the Minister that: the funding in plant and property no longer be considered a separate component of the funding mechanism. That OTA be funded separately (by per diems) as had been the previous practice prior to the 1979-80 distribution of operating grants. That the 1980-81 operating grants for the individual colleges be determined by providing the colleges with a fixed percentage increase and using the existing formula to distribute the remainder of the funds, thus creating a range of increases and ensuring that no college received an increase which was smaller than 5%.

It was clear from the analysis of the formula while the principles underlying the recommended funding mechanism seem to be sound, any activity would be required to ensure that the system operated in a smooth and efficient manner. Therefore, in March, 1980, the Deputy Minister of Education/Colleges and Universities inquired to the Chairman of the Council of Regents to establish the Task Force on the Implementation of the Funding Mechanism—Colleges of Applied Arts and Technology. This Task Force, chaired by the Chairman of the Council of Regents, was charged with the responsibility to "review the existing funding mechanism against the principles established for it and in so doing create a set of additional activities that will bring these principles to reality". This Task Force, which drew its membership from the colleges, from the Council of Regents, and from the Ministries of Education/Colleges and Universities was assigned with making a final report in October, 1980.

One of the challenges of this Task Force is to review and apply the principles that have already been established, this Task Force is reporting to the Assistant Deputy Minister responsible for the colleges. This reporting relationship reflects the fact that the role of the committee is to ensure that the funding mechanism will be operationally in time for the allocation of college operating grants in fiscal '82 (April 1, 1981 to March 31, 1982).

Comparative statistics on enrolments and expenditures follow:

Summary Statistics—1978-79—1979-80

I. ENROLMENT (Fall Term)

	1978-79	1979-80
(a) Full-Time Post-Secondary Enrolment	64,793	70,439
(b) Part-Time Post-Secondary ¹ Course Registrations	59,899	65,723
Part-Time Non-Post Secondary ¹ Course Registrations	141,946	150,791
(c) Manpower Training ²		
Adult Training: Full-Time ³	17,857	20,112
Part-Time	2,264	2,535
Apprentices: Full-Time	3,254	3,475
TIBI	3,641	2,860
OMDP ⁴	10,705	13,483
Active Apprentice Contracts:	30,148	31,150
(d) Foreign Students (Student and other visas)	1,412	1,401

1. Represents accumulated course registrations (July 1-October 31) and not a head count.
2. These programs run on a continuous intake basis. These figures represent the number of persons active in programs at CAATS at the end of each fiscal year (except Ontario Management Development Program).
3. Includes short programs from 1974-75 onwards.
4. Represents accumulated registration during the fiscal year (April-March).

Summary Statistics—1978-79—1979-80

II. FINANCES

	1978-79	1979-80
(a) (i) Operating Support	\$271,646,000	\$286,600,000
		+ \$ 6,037,000
		\$292,637,000
(ii) Manpower Training		
Adult Training	\$ 66,805,949	\$ 74,520,000
Apprentices	14,274,698	16,070,000
TOTAL	\$ 81,080,647	\$ 90,590,000
(iii) No. Trg. Days Purchased from CAATS		
Adult Training	4,020,825	4,044,000
Apprentices	713,735	765,000
TOTAL	4,734,560	4,809,000
(b) Operating Revenue—fees**		
Actual 1977-78		
\$ 38,675,000	\$ 42,448,000	\$ 46,390,000

* (of the \$7 M. "New Entrant" grant)

** (Grant Program Tuition)

Policy Regarding Education in the French Language in Colleges of Applied Arts and Technology

Report (Fall Term)—CAATS: (see also p. 22
1999 Council of Regents Annual Report)
and part-time activity in the colleges is
reported in two different ways. The full-time post-
secondary number is a "head count" while the
part-time post-secondary and non-post-secondary
activity is reported in cumulative course registra-
tions. In fact, one student may account for several
registrations. Therefore in reporting the ac-
tivity in these areas for 1979-80 no totals are
given grouping full and part-time activity.

Multi-Year Plans

The Multi-Year Planning process is integral to the
operation of the Ontario college system. For the
Council, it is a useful tool whereby alternate
scenarios of action can be evaluated and a path
forward. This is particularly important in a time of
budgetary restraints.

For the Council, it is a vehicle through which,
on behalf of the people of Ontario, the Council can
conduct an educational audit to ensure effective
management of public funds.

In addition to reviewing the multi-year plans of
each college in the system in April, May and June
the Council made on-site visits to eighteen
colleges to discuss the multi-year plans with
boards of governors.

The following colleges were visited: Algonquin,
Brock, Canadore, Centennial, Conestoga, Con-
cordia, Durham, George Brown, Georgian,
Humber, Loyalist, Mohawk, Niagara, St. Lawrence,
Seneca, Sheridan, and Sir Sandford Fleming.

There are two approaches to the education of
French-speaking students in the Colleges of Ap-
plied Arts and Technology. One provides French-
speaking students with educational programs in
the French language. The other provides some
courses and/or educational programs in both of-
ficial languages. The policy of the Council of
Regents encompasses both approaches. It
respects the intent that the policy will be im-
plemented by each college concerned in the best
interests of the students.

The Council maintains the position that the
primary objectives of the colleges are:

- to prepare young people to enter the world of
work, and
- to assist adults in improving themselves, or in
preparing themselves for different or better
jobs.

Resolutions:

- That any college in an area where a recog-
nizable percentage of the population is
French-speaking offer some courses and/or
programs in the French language, subject to
sufficient enrolment under current program
regulations, in order to serve graduates from
French-Language Instructional Units as well
as French-speaking adult students in Continu-
ing Education. A milieu where French-speak-
ing students feel at home is essential. It is
understood that should French-speaking stu-
dents need to improve their English language
skills, appropriate facilities for that purpose
are, or will be made available.
- That the bilingual or French-language learn-
ing resources developed at a college be
shared with other colleges developing bilin-
gual programs to minimize the cost of such
programs across the province.

Recommendations to the Minister

Number	Date	Title of Resolution	Minis Resp
116-1	79-4-18	Haldimand-Norfolk Educational Programming	Accept
116-2	79-4-18	Retention of Hay Associates	Appro
117-1	79-5-16	Salary Policy Recommendation for College Administrative Staff— Effective July 1, 1979.	Appro
117-2	79-5-16	Transfer of OTEC Building to Centennial College	Appro
118-1	79-6-20	Study of Tuition and Incidental Fees	Appro
118-2	79-6-20	Admissions Selection Policies	Appro
118-3	79-6-20	Sanctions on Unilateral Policies	Appro
118-4	79-6-20	Allocation of College Operating Grants 80/81	Appro
118-5	79-6-20	Policy on Funding Part-time Education	Appro
118-6	79-6-20	Staff for Collective Agreements and Hay	Appro
120-1	79-10-18	Solicitation of Funds by Colleges	Appro
121-2	79-11-20	Twin Valley College Involvement	Appro
125-1	80-03-20	Retention of Hay Associates Canada	Appro
125-2	80-03-20	Pension Adjustment	Appro
Executive Committee			
	79-07-12	East Algoma Campus of Sault	Appro

Provincial Consultative Committees for College Programs

enrolments continue to grow. In the year
80, the colleges were fortunate to obtain
mentary funding to offset this cost burden to
leges.

nticipated that the growth trend will con-
ro 1980-1981, and beyond. For this reason,
ncil will carefully consider the report from
rk Force on Funding Mechanism" and
bur to refine the method for distributing the
ial operating grant to the colleges.

arly, the Council will undertake a study of
ethods to prioritize the distribution of avail-
dital funds to ensure that a cognizance of
needs prevails.

Council looks forward to the report from the
tee dealing with "Governance of Colleges".

of the fact that it has been fifteen years
ne colleges were founded, we anticipate
is report will bring into focus the structure,
sibilities, and interrelationships of the

In this same regard, consideration will be
n the year ahead to an updated statement
colleges' goals and objectives.

regard to keeping the colleges responsive
needs of the job marketplace, the Council
ntinue to improve quality control and
ncy of the programs offered, and strive for
loser interaction with business and industry
ce areas where we seek to place our
tes.

year 1980-1981 promises to bring new op-
ties and challenges to the system. The
l is confident that the system will continue
pond faithfully and fulfill its ever-increasing
i the educational network.



BRIAN E. WILLIAMS,
man.

This list includes provincial consultative commit-
tees, ad hoc steering committees, and task forces
reporting directly or indirectly to the Council of
Regents.

In addition to these committees, the Council is
aided in making decisions about educational pro-
grams in the colleges by three other groups which
are not responsible to the Council, namely:

The National Advisory Council on Marine
Training, Central Region;

The National Advisory Committee to the
Department of Transport on Training and
Licensing of Aircraft Maintenance Personnel;

The Provincial Review (Educational) Subcom-
mittee of the Ontario Council of Health.

The contribution of these three bodies to the
planning of college programs is gratefully acknowl-
edged.

These committees follow:

Advisory Committee on Nursing Education

Nominated By	Member	Title
College of Nurses	Miss K. Arpin	Professor, Faculty of Nursing University of Toronto
	Mrs. M. Bazinet	Chairman, Health Sciences, Canadore College, North Bay
	Miss M. Charters	Assistant Administrator, Nursing and Patient Services, Hamilton General Hospital
	Miss U. Ridley	Principal, Brockville Campus, St. Lawrence College
	Mrs. M. Scott	Assistant Director of Nursing—Education, North York General Hospital, Toronto
Registered Nurses Association of Ontario	Mrs. I. Kryszewski	Assistant Administrator, St. Mary's General Hospital, Timmins, Ontario
	Mrs. M. Rakoczy	Assistant Professor of Nursing, Queen's University, Kingston
Ontario Medical Association	Dr. J. Milligan	Associate Professor, Faculty of Medicine, University of Toronto and Consultant Obstetrician Women's College Hospital, Toronto
Committee of Presidents	Dr. A. McCallum	Dean, Post-Secondary Programs, Canadore College, North Bay
Ontario Association of Registered Nursing Assistants	Mrs. M. McDavid	President, O.A.R.N.A. and Registered Nursing Assistant, Dr. Joseph O. Ruddy, General Hospital, Whitby
Ontario Hospital Association	Mr. D.A. Robertson	Administrator, Memorial Hospital, Cambridge
	Mr. J.R. Haslehurst	Executive Director, Women's College Hospital, Toronto
Ministry of Education	Mrs. B. Taylor	Head, Nursing Assistant Program, Huron Heights Secondary School, Newmarket
Ministry of Health	Miss D. Monteith	Senior Nursing Consultant, Institutional Operations Branch Ministry of Health
Ministry of Colleges and Universities (ex officio)	Miss R. Borowska	Senior Program Consultant, College Affairs Branch
Miss M. Charters, Chairman		
Miss R. Borowska, Secretariat		

Atkins, Ontario Association of Architects,
 Toronto
 Law Clarke, Architect, Toronto
 Olby, Ontario Association of Architects,
 Toronto
 Coupland, Ministry of Colleges and
 Universities
 Popovic, Confederation College, Thunder
 Bay
 Higgins, Humber College, Rexdale
 Highley, Algonquin College, Ottawa
 Rankin, Association of Architectural Tech-
 nologists of Ontario, Toronto
 Mendiratta, Mohawk College, Hamilton
 Kibo, Member of Royal Architectural Insti-
 tute of Canada, Toronto
 Robertson, Mathers and Haldenby, Archi-
 tects, Toronto
 Horsley, Association of Architectural Tech-
 nologists of Ontario, Toronto
 Waite, George Brown College, Toronto

Auxiliary Programs

Dele J. Quaiatini, Chairman, Chairman,
 Health Sciences, Cambrian College
 Deichert, Chairman, Accreditation Division,
 Ontario Dental Nurses and Assistants Associa-
 tion
 Gardner, Chairman, Dental Health Sciences,
 St. Clair College
 Habermehl, Dean of Health Sciences,
 Niagara College
 Lord, Professor and Chairman, Department
 of Restorative Dentistry, Faculty of Dentistry,
 University of Toronto
 C. Lang, Vice-President, Ontario Dental
 Technicians' Association
 McFarlane, Assistant to the Registrar, Royal
 College of Dental Surgeons
 K. K. Ono, Academic Co-ordinator, Dental
 Auxiliary Programs, Seneca College
 Ryan, Dental Consultant, Health Promotion,
 Health Branch, Ministry of Health
 F. Shunock, Member, Ontario Dental
 Association
 Demeris, Program Consultant, Ministry of
 Colleges and Universities

Electronics Programs

Mr. W. Dykstra, George Brown College, Toronto
 Mr. W. Hardwick, Maclean-Hunter Cable T.V. Ltd.,
 Rexdale
 Mr. L. Ingram, Canadian General Electric Company
 Ltd., Barrie
 Mr. G. G. Keenan, Canadian National Telecom-
 munications, Toronto
 Mr. W. Kellerman, Algonquin College, Nepean
 Mr. A. McLennan, Confederation College, Thunder
 Bay
 Mr. Meyers, St. Lawrence College, Cornwall
 Mr. P. O'Brien, Simpson-Sears Limited, Rexdale
 Mr. W. Patullo, Conestoga College, Waterloo
 Mr. N. Peters, Fanshawe College, London
 Dr. R. A. Rothenbury, Lambton College, Sarnia
 Mr. J. Sands, Philips Electronics Industries Ltd.,
 Scarborough
 Mr. J. Vandepol, Durham College, Oshawa
 Mr. H. Weber, G.T.E. Sylvania, Mississauga
 Mr. B. White, Humber College, Rexdale
 Mr. A. Wilson, T. Eaton Company, Weston
 Mr. K. L. Coupland, Ministry of Colleges and
 Universities

Heating, Refrigeration and Air Conditioning

Mr. R. Balsdon, Algonquin College, Nepean
 Mr. R. Baxter, St. Clair College, Windsor
 Mr. G. I. Bruce, Ministry of Colleges and Univer-
 sities
 Mr. A. B. Cameron, Carrier Air Conditioning
 (Canada) Ltd., Bramalea
 Mr. E. G. Davis, Ministry of Colleges and Univer-
 sities
 Mr. W. N. Drake, Ministry of Consumer and Com-
 mercial Relations
 Mr. J. Gallagher, E. S. Gallagher Sales Ltd., Toronto
 Mr. D. Geddes, Heating, Refrigeration & Air Condi-
 tioning Institute, Islington
 Mr. J. R. Hartman, Ontario Refrigeration & Air
 Conditioning Contractors Association, Sudbury
 Mr. J. W. Ingram, Ontario Petroleum Association,
 Downsview
 Mr. N. Leckie, Fanshawe College, London
 Mr. W. F. Marshall, Marshall Refrigeration Co. Ltd.,
 Leaside
 Mr. R. Morris, Humber College, Rexdale
 Mr. R. Nicholson, George Brown College, Toronto

- Mr. N. Plummer, Refrigeration Workers of Ontario,
Local Union 787, Downsview
- Mr. W. Podd, Refrigeration Service Engineers
Society
- Mr. J. Ralston, Ministry of Colleges and Univer-
sities
- Mr. L. Swallow, Fanshawe College, London
- Mr. G. Takata, Niagara College, Welland
- Mr. W. A. White, Canadian Electronic & Appliance
Service Association, Don Mills

Survey Programs

- Mr. E. R. Benware, Kenting Earth Sciences Ltd.,
Ottawa
- Mr. H. Chesser, Humber College, Rexdale
- Mr. R. C. Cooper, Municipal Offices, Burlington
- Mr. K. L. Coupland, Ministry of Colleges and
Universities
- Mr. B. T. Davies, Horton & Wallace Limited, Whitby
- Professor David Lamden, Erindale College, Univer-
sity of Toronto
- Mr. D. W. Lloyd, Fanshawe College, London
- Mr. P. J. McGuiness, George Brown College,
Toronto
- Mr. T. J. McGuiness, Niagara College, Welland
- Mr. D. J. Smith, Northern College, South Porcupine

Ontario Council of Health

Provincial Review (Educational) Subcommittee*

- Dr. D. Schatz, Chairman, Executive Director,
Toronto, Institute of Medical Technology,
Toronto.
- Miss R. Borowska, Senior Program Consultant,
College Affairs Branch, Ministry Colleges and
Universities, Mowat Block, Queen's Park,
Toronto.
- Dr. J.L. Frid, Dean, Health Sciences, Mohawk Col-
lege of Applied Arts and Technology, Hamilton.
- Mrs. W. Gerhard, Director, School of Nursing,
Laurentian University, Sudbury.
- Mr. A. Helewa, Director of Professional Services,
Canadian Arthritis and Rheumatism Society,
Toronto.
- Dr. B. Kain, Assistant Professor, Department of
Family Medicine, Queen's University, Kingston.
- Dr. D. Randall, Senior Advisor, Health Manpower
Section, Ministry of Health, Hepburn Block,
Queen's Park, Toronto.

Resource Persons

- Mr. H. Demeris, Program Consultant, Coll
Affairs Branch, Ministry of Colleges and
Universities, Mowat Block, Queen's Pa
Toronto.
- Miss E. Hykawy, Advisor, Nursing and Allie
Manpower, Policy Department and Re
Branch, Ministry of Health, Toronto.

- * Makes recommendations on health s
programs to the Ontario Council of F
for Colleges of Applied Arts and Tech

in the Health Sciences Program

There are sixty three agenda items related to health sciences programs of which more than half were related to new educational offerings and changes in the diploma nursing programs. Majority of these included post-secondary health sciences programs, especially in the area of nursing and the consideration of colleges' plans for the introduction of new programs in the diploma nursing program. A new basic program in occupational health sciences was approved in several colleges to meet the need in this area. Four Metro Toronto colleges and one other college submitted a multi-college proposal reflecting a laudable approach to joint planning of colleges. Other health sciences program areas included critical care nursing and gerontology. A new program entity was approved in the area of Diagnostic Ultrasonography to meet the needs of changing technology in the medical imaging field. A proposal for Orthopaedic Technician program was not approved due to non-support for a new category of worker in the health sciences field.

Issues considered in relation to the health sciences program area included the following:

- Revised standards for diploma nursing and nursing assistant programs were approved.
- Modifications to the standards for diploma nursing programs were made as per recommendations made by the special Committee of the Minister of Colleges and Universities on Clinical Experience for Diploma Nursing.
- These include the extension of clinical experience from the provincial minimum standard of 1200 hours to 1625 hours and the introduction of a continuous, consistent pre-graduate clinical experience of 14 weeks.

Subsequently, preliminary statements from colleges on the plans to implement the new program standards were considered by the Council. The implementation of the new standards provides for flexibility in implementation, providing the total teaching time does not exceed 24 months. Colleges have proposed some three approaches which include the

two year, two and one-half year and three academic year program formats.

(Please note: expanded statement on this issue has been prepared as per Mr. N. Williams request and is attached).

- c) The evaluation of the basic nursing programs within the college system was considered. The developed self-evaluation instruments were released to the colleges for their voluntary application. The Council decided to approach the College of Nurses of Ontario with a request to have the current assessment service, carried out by the College of Nurses on behalf of the Council of Regents, continued. In view of the planned changes arising out of the implementation of the new standards, it was considered that the interests of the basic nursing programs would be best served by maintaining the continuity and retaining the College of Nurses assessment service.
- d) Annual reports were received on the Provincial Advisory Committee on Nursing Education activities and the College of Nurses assessments of programs. The latter indicated that all basic programs continued to meet the provincial standards.
- e) The competency statement charts developed for radiography and pharmacy assistant programs were accepted and forwarded to the colleges. The radiography chart was also forwarded to the Canadian Association of Medical Radiation Technologists for their reference in revising the national syllabus.
- f) The pharmacy assistant program title change was considered in view of the College of Pharmacists change in the designation of this worker to "dispensary assistant". The original program title was retained for the college programs.

Report on the Diploma Nursing Program

1979/80 term saw the culmination of efforts to strengthen the diploma nursing programs. For some time, diverse views have been held concerning the effectiveness of the program graduates and the appropriate approach to revising these programs.

The Ministry and the Ontario Council of Regents for Colleges of Applied Arts and Technology were well aware of the varying opinions held and recognized the need to assess these programs after a reasonable "setting-in" time following the transfer into colleges of applied arts and technology. It was considered that the issue needed to be approached on the basis of provincial data. To this effect, the Ministry engaged an independent consultant firm to conduct a study.

The study report and the related recommendations were released in 1978. The study findings indicated that:

- two-thirds of the employers responding expressed general satisfaction with the preparation of diploma nursing program graduates. Shortcomings identified related to work organizations, guidance of auxiliary personnel and coping with emergency situations,
- the main issue identified was the gap between the employers' expectations in terms of new graduates' ability to cope with all the needs of employment settings and the program objectives to produce a beginning practitioner in nursing.

The above study proposed that the shortcomings identified could be remedied by extending the clinical experience component.

The consideration of an appropriate course of action to strengthen the diploma nursing program was delegated to a special Committee of the Minister of Colleges and Universities on Clinical Experience for Diploma Nursing with representation from educators, employers and the nursing profession. The Council of Regents, as well as the Committee of Presidents, provided direct input on this Committee through their appointed members.

The Committee's interim report was reviewed by the Council in September, 1979, and the final report was received in December, 1979. The acceptance of the Committee's recommendations by the Minister of Colleges and Universities resulted

in the Council of Regents' modification of provincial program standards for diploma nursing programs in colleges. These were approved by the Council in December, 1979, and forwarded to colleges in January as memorandum 80-F. The changes entail the following main features.

- increasing the clinical experience component from the provincial standard of 1200 to 1625 hours;
- providing consistent and continuous practical graduate experience of 525 hours (14 weeks) in the final semester of the program (the length of this varies from 8 to 12 weeks);
- allowing for flexibility in the program framework to implement the new standards, providing that the teaching time does not exceed 24 months.

The flexibility in the implementation of the new standards means that some colleges will be implementing the new requirements within two years, while others will opt for two years and one semester or offer the program over three academic years.

All colleges have indicated their readiness to implement the new program standards and the Council of Regents has given approval to the colleges' preliminary statements on their proposed plans. This entailed the review of the colleges' statements and their enrolment and output plans by the Council's advisory committees, such as the Provincial Advisory Committee on Nursing Education and the Provincial Review (Educational) Committee of the Ontario Council of Health Services. The latter makes recommendations of health services programs to the Council of Regents.

Recommendations made by the Council of Regents included some staggering of the implementation dates and increases in the student enrolments to provide for a continuous output of graduates in the province.

Approval's have been given to nine colleges to proceed with program changes in September, 1980. Other colleges are expected to submit requests for approvals to implement the new program standards in 1981 and 1982.

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The Ontario
Council of
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for
Colleges of
Applied Arts
and Technology

Government
Publications
1980-1981

Annual Report



**The Ontario Council of Regents
for Colleges of Applied Arts and Technology**

ANNUAL REPORT
APRIL 1, 1980 to MARCH 31, 1981

Mowat Block, Queen's Park
Toronto, Ontario M7A 1L2

April, 1981

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Letter of Transmittal

September 9, 1981

*The Honourable Bette Stephenson,
Minister of Colleges and Universities,
22nd Floor, Mowat Block,
Queen's Park,
Toronto, Ontario.*

Dear Dr. Stephenson:

I am pleased to place before you, on behalf of the Council of Regents, the Annual Report of the Council for the period April 1, 1980 to March 31, 1981.

Our college system has responded effectively to the continuing challenges placed before it in the year just past. The success of the system is in no small measure attributable to the dedicated service offered by college boards of governors, and by the Council of Regents. It gives me pleasure to acknowledge the work of these volunteer citizen groups.

It is with pride in the accomplishments of the college system that I tender this report.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Norman E. Williams". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

*Norman E. Williams,
Chairman.*

Members of the Council of Regents 1980/1981

Mr. N.E. Williams
Toronto, Chairman

Mrs. H.E. Black
Sault Ste. Marie (1982)

Mr. D. Coleman
London (1982)

Mr. J.A. Cousineau
Timmins (1982)

Mrs. H.S. Finley
Kingston (1981)

Dr. W.H. Gerhart
Parry Sound (1981)

Mrs. M. Hale
Ottawa (1981)

Dr. C.M. Johnston
Thunder Bay (1982)

Mr. F.H. Kane
Willowdale (1983)

Mrs. C. Lavigne
Cornwall (1981)

Mr. H. Nokes
Peterborough (1980)

Mr. D.N. Omand
Mississauga (1983)

Mr. W.Y. Reno
Toronto (1983)

Dr. D. Schatz
Toronto (1982)

Mr. E.A. Taylor
Hamilton (1981)

Mr. J.A. Turner
Mississauga (1981), Vice Chairman

Mr. J. Welsh
Petrolia (1982)

Ms. J.A. Poglitsch
Executive Secretary (to 09/80)

Mrs. D. Murdoch
Executive Secretary (from 10/80)

NOTE: Members' current terms expire
December 31 of the year
shown in parentheses.
Members listed have served
all or part of the fiscal year.

rs of g Committees 81

0 - September 30, 1980

Committee

liams – *Chairman*
ner – *Vice Chairman*
lack
usineau
ylor
glitsh – *Secretary*

ntive & Student Affairs

ee
lack – *Chairman*
inley
h
hnston
redy – *Secretary*

Committee (Business, Applied cial & Health Services)

urner – *Chairman*
ile
ne
atz
Metra – *Secretary*

Committee (Technical)

ousineau – *Chairman*
erhart
mand
upland – *Secretary*

1980 - September 30, 1980

Affairs

aylor – *Chairman*
Coleman
avigne
okes
Pesce – *Secretary*

Period

October 1, 1980 - March 31, 1981

Executive Committee

Mr. N.E. Williams – *Chairman*
Mr. J.A. Turner – *Vice Chairman*
Dr. C.M. Johnston
Mrs. C. Lavigne
Mr. D.N. Omand
Mr. E.A. Taylor
Mrs. D. Murdoch – *Secretary*

Administrative & Student Affairs Committee

Mr. D.N. Omand – *Chairman*
Mrs. H.E. Black
Dr. W.H. Gerhart
Mr. J.A. Turner
Mr. R. Myron – *Secretary*

Program Committee (Business, Applied Arts, Social & Health Services)

Dr. C.M. Johnston – *Chairman*
Mr. D. Coleman
Mrs. M. Hale
Mr. F.H. Kane
Mr. W.Y. Reno (*from Jan. 1*)
Mr. G. DeMetra – *Secretary*

Program Committee (Technical)

Mrs. C. Lavigne – *Chairman*
Mr. J.A. Cousineau
Mr. J. Welsh
Mr. K. Coupland – *Secretary*

Period

October 1, 1980 - March 31, 1981

Staff Affairs

Mr. E.A. Taylor – *Chairman*
Mr. D. Coleman
Mrs. H.S. Finley
Mr. H. Nokes (*to Dec. 31*)
Dr. D. Schatz
Mr. A. Pesce – *Secretary*

Members of Special Committees and Subcommittees 1980-1981

In addition to the standing committees, the Council of Regents has established a number of special committees and subcommittees for specific purposes.

The Council is most appreciative of the contribution of time and effort by the busy people who serve on these committees without recompense. The success of the Colleges of Applied Arts and Technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Accreditation Implementation Committee

- Mr. J.A. Turner (1981)
Mississauga
- Mr. D.N. Omand (1983)
Mississauga
- Ms. J.A. Poglitsch, Executive Secretary, Council of Regents
- Mr. G. DeMetra, Ministry of Colleges and Universities
- Mr. K. Coupland, Ministry of Colleges and Universities

Academic Negotiating Committee

- Mr. A.M. Pesce (*Chairman*), Ministry of Colleges and Universities
- Mr. I.L. McArdle, Ministry of Colleges and Universities Rep.
- Dr. Murray Hewgill, Canadore College
- Mr. Peter Williams, Fanshawe College
- Mr. Murray Tait, Seneca College

Collective Bargaining Steering Committee

- Mr. N.E. Williams (*Chairman*) Council of Regents
- Mrs. H.S. Finley (1981)
Kingston
- Dr. D. Schatz (1982)
Toronto
- Mr. E.A. Taylor (1981)
Hamilton
- Mrs. E. Scotton, Algonquin College
- Mr. T.J. Blundell, Cambrian College
- Dr. M. Hewgill, Canadore College
- Mr. A.R. Devlin, Centennial College
- Mr. D. Gross, Conestoga College
- Mr. B.E. Curtis, Confederation College
- Mr. H.A. Kirkconnell, Durham College
- Mr. A.D. White, Fanshawe College
- Mr. J. Turner, George Brown College
- Mr. J. Saso, Georgian College
- Mr. J.A. Davison, Humber College
- Mr. B.U. Seville, Lambton College
- Mr. D. Campbell, Loyalist College

- Mr. D. Avery, Mohawk College
- Mr. J.B. McLaughlin, Niagara College
- Mr. A.D. Mortson, Northern College
- Mrs. G. Zubyk, St. Clair College
- Mr. H. Gilchrist, St. Lawrence College
- Mr. J. Code, Sault College
- Mr. M. Tait, Seneca College
- Mr. D.A. Shields, Sheridan College
- Mr. G. Lamont, Sir Sandford Fleming College
- Mr. A.M. Pesce, Ministry of Colleges and Universities

Joint Educational Qualifications Subcommittee

- Mr. Joseph Dunlop Addley, Fanshawe College (Union Rep.)
- Mr. Bob Hebdon, OPSEU
- Mr. Craig McKay, Niagara College, (Union Rep.)
- Mr. Ivan Mohammed, Conestoga College, (Rep.)
- Mr. Tom Semadeni, Cambrian College
- Mr. Mike Winrow, St. Lawrence College
- Mr. Ian McArdle, Ministry of Colleges and Universities

Joint Insurance Committee

- Mr. E.A. Taylor (*Chairman*), Hamilton, Ontario (Council of Regents)
- Mrs. Cecile Lavigne, Cornwall, Ontario (Council of Regents)
- Mr. Robert G. Buck, Ministry of Government Services (Management)
- Ms. Jennie Balask, Niagara College (Management)
- Mr. T. Theobald, Tottenham, Ontario (Union Rep.)
- Mr. O.A. Rivard, Northern College (Union Rep.)
- Ms. G. Hancock, Algonquin College (Union Rep.)
- Mr. E.C. Downer, Sir Sanford Fleming College (Union Rep.)
- Mr. John Wallace, Humber College (Council of Regents)
- Ms. B. Allan, Algonquin College (Union Rep.)
- Mr. Harley E. Smith, Ministry Rep. (Management)
- Mr. Ian McArdle, Ministry Rep. (Council of Regents)

*Provincial Committee On Job Evaluation

- Mr. J.P. Ellwood (*Chairman*), Centennial College
- Mr. H.A. Kirkconnell, Durham College
- Ms. P. Dutton, Ministry of Colleges and Universities
- Mr. Jim Davison, Humber College
- Mr. S.A.M. (Bud) Robertson, Sir Sandford Fleming College

(*Function delegated to Committee of Presidents)

Duties and Responsibilities of the Council of Regents

in Consultative Committee

ery Nokes (*Chairman*), Peterborough,
ncil of Regents)
d Kane, Willowdale, (*Council of Regents*)
Allan, Algonquin College (*Support*)
id Guptill, Humber College (*Administrative*)
n Wallace, Humber College (*Council of*
ents)
l. Hinds, Centennial College (*Administrative*)
h Barron, Ontario Municipal Employees
ement Board (*O.M.E.R.S.*)
ley Smith, Ministry of Colleges and
ities Rep.
i Brodie, Humber College (*Administrative*)
Theobald, Tottenham, Ontario (*Academic*)
K Hancock, Algonquin College (*Academic*)
C. Downer, Sir Sandford Fleming College
(*Support*)
A. Rivard, Northern College (*Support*)

ow Of Non-Salary Terms & Conditions Employment For Administrative Staff Committee

A. Shields (*Chairman*), Sheridan College
Rawson, Fanshawe College
Docherty, St. Clair College
Butler, Canadore College
R. Fraser, Loyalist College
M. Pesce, Ministry of Colleges and
iversities
P. Dutton, Ministry of Colleges and
iversities

ort Staff Classification Subcommittee

ave Butler (*Chairman*), Canadore College
Marg Irons, St. Lawrence College
Jennie Balask, Niagara College
en McClelland, Sault College
on Dean, Humber College
Clark, Ministry of Colleges and Universities

s And Objectives Committee

C. Lavigne, Council of Regents
wall
H.S. Finley, Council of Regents
ston
M. Johnston,
eville

The Council of Regents is composed of a full-time chairman and 15 lay persons who serve three-year terms of office. The Council meets to conduct business for two to three days a month. All members are appointed by the Executive Council of the Ontario Government in such a manner as to represent as broad a spectrum of the citizens of the province as possible. For efficiency, the Council business is channelled through four standing committees. The division of responsibilities among the committees is designed to equalize the workload as much as possible.

THE EXECUTIVE COMMITTEE consists of the chairman and vice-chairman of the Council and the chairman of each of the four standing committees. The Committee provides consultation and assistance to the chairman on Council business and acts on matters of emergency which must be dealt with between Council meetings.

THE ADMINISTRATIVE AND STUDENT AFFAIRS COMMITTEE deals with board appointments and all administrative matters relating to the colleges. This committee also deals with all student affairs other than the actual educational programs.

THE PROGRAM COMMITTEE (BUSINESS, APPLIED ARTS, SOCIAL AND HEALTH SERVICES) considers applications for new programs and program changes, and evaluates continuing programs in the fields of business, applied arts, social services and health.

THE PROGRAM COMMITTEE (TECHNOLOGY) considers applications for new programs and program changes, and evaluates continuing programs in the technical area.

THE STAFF AFFAIRS COMMITTEE is responsible for collective bargaining for both the Academic and Support Staff units and for recommending salary scales and conditions of employment for management staff who are excluded from the bargaining units.

Recommendations from the standing committees come together in the plenary sessions of the whole Council for executive action or recommendation to the Minister as required by regulations.

Most meetings are held at Colleges of Applied Arts and Technology to provide an opportunity for the college community and Council members to discuss areas of mutual interest and concern. To optimize such interaction within the time available, the Council usually divides into three or four sections to permit dialogue with students and staff to take place concurrently.

The Council of Regents also participates each year in an annual conference with members of boards of governors of colleges collectively. In addition, Council members meet biennially with individual boards of governors to review the implications of each college's multi-year plan submission.

Executive Authority

Collective Bargaining

Under authority of an Act Respecting Collective Bargaining for Colleges of Applied Arts and Technology (1975), the Council acts on behalf of boards of governors of the colleges in collective bargaining with representatives of college employees.

Boards of Governors

The Council appoints eight members to each college board of governors and provides the formula for municipal appointments where the college area comprises two or more municipalities. The additional four members of college boards are then appointed by the municipalities.

Master Plans

The master plans of the colleges and modifications thereto, are submitted to the Council of Regents for approval. The Council may modify or alter the plans before forwarding to the Minister for final approval. This includes changes to the master plans, such as the establishment of new campuses, the purchase, sale or transfer of property and the establishment of new buildings not in previously approved plans.

Multi-Year Plans

The Council is responsible by regulation for determining the content, format and timing of the multi-year plans of the colleges which are submitted to the Council. The Council visits each college every second year to discuss with the board of governors and the senior administrators the implications of their plan. The Council is supported in this by analysis of the plans carried out by the Ministry.

Delegated Authority

Program Approvals

The approval of new and modified education programs is delegated to the Council of Regents. The Council consults with the Minister before approval is given to any program involving a change of management policy.

Policy Determinations

The Council of Regents assists the Minister in the development of policy for Colleges of Applied Arts and Technology in two ways; either by initiating studies on its own, or by consideration of issues referred by the Minister. In either case, the Council's recommended policy statements are submitted directly to the Minister for his or her consideration.

year from April 1, 1980 to March 31, the Council of Regents held ten regular meetings, of which seven included visits to colleges. One concurrently with the annual conference of Association of Colleges of Applied Arts and Technology of Ontario (ACAATO). Meetings held in conjunction with colleges included discussions with staff and governors.

Representatives of the Committee of Presidents (COP) attended all regular meetings of the Council except the June policy meeting. Their participation is appreciated, both for their valuable contributions to the deliberations of the Council and as a method of maintaining communication between the Council, college boards and presidents.

Number

April 16, 17, 18, 1980 at Niagara College, St. Catharines and at the Holiday Inn
 May 21, 22, 23, 1980 at Durham College, Oshawa and at the Holiday Inn
 June 18, 19, 20, 1980 at Arowhon Pines Hotel, Algonquin Park
 September 17, 18, 19, 1980 at the Macdonald Hotel, Queen's Park, Toronto and at the Chelsea Inn
 October 15, 16, 17, 1980 at St. Lawrence College, Kingston and at the Holiday Inn
 November 19, 20, 21, 1980 at Confederation College, Thunder Bay and at the Airline Motor Hotel
 December 10, 11, 12, 1980 at Algonquin College, Ottawa and at the Holiday Inn Centre
 January 21, 22, 23, 1981 at St. Clair College, Windsor and at the Holiday Inn
 February 19, 20, 21, 1981 at the Chelsea Inn, Toronto
 March 11, 12, 13, 1981 at Sheridan College, Oakville and at the Holiday Inn

Meetings

Each college visit the Council held meetings with local Student Administrative representatives. In addition, three regional meetings for the Eastern, Central and Southwestern Colleges' Student Presidents were conducted.

Executive Committee

During 1980-81, the Executive Committee met four times. All meetings were held in conjunction with regular Council meetings to discuss matters which either were before the Council or might be brought before the Council in the future. Items dealt with by the Committee ranged from planning of events such as the Colleges' Multi-Year Plan meetings, the annual policy meeting, and the student meeting, to discussion of issues such as the potential effects of social and economic changes on the future of the college system and approval of college requests relating to, for example, sites and programs.

Administrative and Student Affairs Committee

With regard to Administrative Affairs, the Committee reviewed nominations for vacancies on college boards of governors and recommended action to the full Council on reappointments and new appointments. The turn-over of board members during the period was about average for the system and over sixty recommendations were forwarded by the Committee to the Council.

A broad range of administrative problems were examined by the Committee and discussed with the Council. Some of the more noteworthy issues are set forth below.

- A proposal to reissue the policy on the solicitation of funds.
- The examination of Continuing Education activities outside the Province.
- The approval of leases and land sites.
- Review of Multi-Year Plan Guidelines
- A review of College Conferences being held outside college boundaries.
- The analysis of the number of females on Boards of Governors through the system.
- The review of regulations concerning testimonial advertising by the colleges.

As a matter of continuing policy, the Council of Regents maintains contact with the various student groups at its regular meetings with the Colleges of Applied Arts and Technology.

While particular concerns vary from region to region, there is a consistent priority of issues which are brought to the attention of the Council. Topics of discussion with members of the Council of Regents include:

- Tuition Fees

2. Ancillary/Incidental Fees
3. Ontario Student Assistance Program
4. Voting Student Representation on College Boards of Governors
5. Transferability of Credits
6. Special Permits
7. Admissions Policies, Standards and Selection Procedures
8. Housing
9. Athletic Facilities
10. French Programs
11. Tax Exemptions
12. Recognition of Ontario College Student Association
13. Assistant to Student Affairs Co-ordinator
14. Council of Regents Reports and Resolutions
15. Student Evaluation of Faculty and Programs
16. Legislation Information:
 - (a) Legal drinking age
 - (b) Special occasion permits
17. Space Allotment
18. Attrition Study
19. Status of Negotiations Between Management and College Faculty – Students' Position

During the year, six meetings involving the Chairman of the Council of Regents, the Executive Secretary and the Student Affairs Co-ordinator were held with the President of the Ontario College Student Association – two meetings with Mr. Brad Forwell (outgoing President) and four meetings with Mr. Darrell Field (incoming President).

The Council of Regents continues to place high priority on all of the issues involving the concerns of the college students.

Program Committee (Technical)

In addition to considering college requests for program approvals, and receiving notice of program suspensions and cancellations, the Program Committee (Technical) considered and made recommendations on the following topics:

- (a) The Committee evaluated progress reports for the following programs:
 - (i) Water Resources Engineering Technology – Sault College
 - (ii) Fire Protection Technician – Seneca College

- (b) The Committee, jointly with the Program Committee (B.A.S.H.), received the presentation from Mr. J. D. Hood, President of the Association of Certified Engineering Technicians and Technologists (O.A.C.E.T.), on the effects of the Professional Organizations Committee's recommendations on technical graduates. The Committees recommended that O.A.C.E.T.'s report be received for information and that the Council reaffirm its commitment to the competency benchmark project. Also the Technical Committee frequently recommended that O.A.C.E.T. be informed that the Council does not feel it is within its mandate to make recommendations to the Professional Organizations Committee on the subject of professional status.
- (c) The Committee, jointly with the Program Committee (B.A.S.H.), received a presentation from Messrs. W. Cruden and A. Martin, St. Lawrence College, on French language education at the Cornwall campus.
- (d) The Committee received a presentation from Mr. B. Davies putting forward recommendations from the Provincial Consultative Committee on Survey Technology programs on terms of reference for P.C.C.s. These were subsequently discussed jointly with the Program Committee (B.A.S.H.), with the recommendation that the directive be re-circulated to the CAATS for information, with the proviso that the Council is awaiting reports on accreditation and committees.
- (e) The Committee, jointly with the Program Committee (B.A.S.H.), discussed the submission from the Mohawk College/McMaster University Broadcast Journalism program, and recommended that it be received for information.
- (f) The Committee, jointly with the Program Committee (B.A.S.H.), discussed the status of the (on Native People's Programming) presentation by the Ministry, and recommended that it be received for information.
- (g) The Committee, jointly with the Program Committee (B.A.S.H.), discussed the survey of college/university/school board co-operative ventures, and recommended that no action be taken on it at this time.

The Committee, jointly with the Program Committee (B.A.S.H.), studied the motion on current approval status and approval procedure for short programs, and recommended that they be approved.

The Committee received the Ministry report on the status of the Competency Benchmark project for information, and recommended that CAATs and industry personnel be commended for their efforts.

The Committee, jointly with the Program Committee (B.A.S.H.), received the draft paper "Program Terminology" and recommended that it be sent to CAATs for comments.

The Committee, jointly with the Program Committee (B.A.S.H.), discussed the paper "Community College 1980-82 Activities and Initiatives for the Disabled", and recommended that it be sent to all presidents and chairmen of boards of governors.

Affairs Committee

During the year the Committee dealt with a wide variety of matters related to the terms and conditions of employment of administrative staff, support staff and faculty. Following are some of the major issues dealt with by this Committee:

Recommendations for a salary adjustment for administrative staff, effective July 1, 1980.

A Council sub-committee to review non-salary terms and conditions of employment for administrative staff reported in February 1981 and the committee reviewed and made recommendations to the Minister. Also the consultant hired to review pay practices for administrative staff filed its report in March 1981. Its recommendations are now being studied by a Task Force. A sample employment contract for Presidents was also approved.

A wage re-opener negotiation for the second year of the 1979-81 collective agreement began in July 1980. An arbitration tribunal was appointed after lengthy negotiations proved fruitless. The award was received in May 1981.

In November 1980 a joint Union/Management committee was established to discuss mutual problems within the Support Staff agreement prior to negotiations, and to aid the negotiating

process. It has proved to be very successful.

- (e) A transfer agreement between Council and O.P.S.E.U. was reached in December 1980 designed to ease the transfer of administrative or excluded staff into the support staff bargaining unit.
- (f) The Collective Bargaining Steering Committee designed to improve the input and the consultative mechanism between the three participants in bargaining (Council, Ministry and the Colleges) became operative during the year.
- (g) Conflict of Interest guidelines were developed and approved by Council. It is now before the Minister for approval.
- (h) In the area of benefits the Committee devoted a considerable amount of time in reviewing all the benefits plans in operation as well as overseeing the CAAT pension plan. It also approved a 4% adjustment to pensions for College pensioners.
- (i) The Committee also made several appointments to the various committees reporting to it, such as the Joint Insurance Committee, the Pension Consultative Committee, and the Support Staff Classification Sub-committee.

Program Committee (Business, Applied Arts, Social and Health Sciences)

The Program Committee reviewed college program proposals and acted on them by either approving, recommending further development, or not approving. Programs which were approved are listed elsewhere.

Notices of suspension and cancellation of programs were also received and forwarded to all colleges for information.

In addition to the review of program proposals, suspensions and cancellations, the Committee's activities included the following:

1. Post-basic program in occupational health nursing was approved in several colleges to meet a need in this area.
2. The revised standards for diploma nursing and nursing assistant programs were implemented in several colleges. Modifications to the standards for diploma nursing programs were made as per recommendations made by the special Committee of the Minister of Colleges and

Appointments to Boards of Governors

Universities on Clinical Experience for Diploma Nursing. These include the extension of clinical experience from the provincial minimum standard of 1200 hours to 1625 hours and the introduction of a continuous, consistent pregraduate clinical experience of 14 weeks.

3. The evaluation of the basic nursing programs within the college system was considered. The developed self-evaluation instruments were released to the colleges for their voluntary application. The Council decided to approach the College of Nurses of Ontario with a request to have the current assessment service, carried out by the College of Nurses on behalf of the Council of Regents, continue.
4. Annual reports were received on the Provincial Advisory Committee on Nursing Education activities and the College of Nurses assessments of programs. The latter indicated that all basic programs continued to meet the provincial standards.
5. The Committee requested the formation of a Provincial Interministerial/Interagency Review Committee to proceed with the exploration of the role of the CAAT Law and Security Programs in the network of Policy Education in Ontario.
6. The Committee approved the new Provincial Program Guidelines for Early Childhood Education with some minor changes.
7. The Committee recommended that the Ministries of Labour, Health and Colleges and Universities establish a tri-ministerial committee to consider and examine training related issues and to coordinate educational programs within the college system.

*See Appendix B for Report on Program Committee Activities in the Health Sciences Program Area.

The Council of Regents has the responsibility of appointing the majority of the twelve members of the board of governors for each of the colleges. Others are appointed by various municipalities within each college's area.

Council of Regents policies regarding board appointments are set forth below. These policies are intended to ensure that the requirements of Regulation 169 (Ministry of Colleges and Universities Act) are applied equitably and consistently. The Council may, on occasion, deem it necessary to make exceptions to one or more of the policies in order to serve the best interests of a college.

1. The Council of Regents will not formally accept nominations for positions on college boards of governors from sources other than the colleges, but if such nominations are received, they will be given equal consideration.
2. College boards will be given the opportunity to comment on nominees received from other sources.
3. For the purpose of determining the number of years served by a governor, any portion of a year served shall count as a full year.
4. The normal term of appointment is four years. A new governor shall be appointed either for a full four-year term or for the balance of a term completed by the previous incumbent. The maximum number of consecutive appointments to a board is two.
5. The Council requests at least three nominations for each vacancy on a board of governors. Of the three nominations, a board may request the reappointment of a governor whose term is expiring.
6. A board of governors should be broadly representative of the college's community. Its membership should include individuals who are active in community affairs; interested in the activities of the college; able to represent the views of significant cultural or economic groups in the area; and prepared to devote time and talent to acting as a director of a multi-million dollar corporation.

The Council specifically seeks as board members men and women who:

- a. represent various parts of the college's geographic area;

re served effectively on college advisory committees;
 graduates of the college who have become established in the area and can represent theudent point of view;
 representative of significant population groups in the college's community; or,
 represent local business, industry, labour, the professions and community agencies.
 complete list of governors of the Colleges of Arts and Technology, as of March 31, 1981,

Algonquin

Booker, Ottawa; Mr. D.J. Doyle, Kanata; Mr. Dunlop, Perth; Dr. J.O. Foohey, Pembroke; Mr. Grel, Ottawa; Prof. H.H.J. Nesbitt, Ottawa; Scotton, Ottawa; Mrs. G. White, Kanata; Wiltshire, Ottawa.
Municipal Appointees: Mr. R. Beaulieu, St. Ann de Witt; Mr. J. Cochran, Carleton Place; Mrs. C.J. Ottawa; Mr. L. Reeves, Ottawa.

Cambrian

E. Barbeau, Sudbury; Mr. R.J. Brailey, Falbridge; Mr. R.E. Laamanen, Sudbury; Dr. B.G. Sudbury; Mrs. G.P. Powles, Val Caron; Mr. Armond, Sudbury; Mr. W.L.W. Taylor, Falconbridge; Mr. F.S. Sorochinsky, Copper Cliff; Ms. E.M. t, Sudbury.
Municipal Appointees: Mr. D.R. Diebel, Espanola; Fex, Lively; Mr. M.G. Lamoureux, Sudbury; A. Little, Little Current; Mr. D. McMullan, niola.

Canadore

C. Barrington, Sturgeon Falls; Mrs. L. Desneau-McLachlan, North Bay; Mr. R. hier, North Bay; Rev. N. Goater, North Bay; Mr. ulais, Sturgeon Falls; Mr. A.H. LaFrance, North Bay; Mr. D.D. Letts, North Bay; Mr. C. Lucenti, North Bay; Mr. R.J. Martyn, North Bay; Mrs. J. Schryer, Bay; Mr. R.J.T. Smith, North Bay.
Municipal Appointees: Mr. P. Birnie, North Bay; Mr. ourne, North Bay; Mr. Y. Goulard, Sturgeon Falls; Mrs. P. Rainville, Mattawa; Mr. B. Vannier, Sturgeon Falls.

Centennial

Mrs. J. Campbell, Scarborough; Mr. J. Daly, Toronto; Mr. B. Hardcastle, Scarborough; Mrs. E. Head, Scarborough; Mrs. M.H. McBrien, Scarborough; Mr. E. Myatt, Scarborough; Mr. J.F. O'Donnell, Scarborough; Mr. D.S. Prowse, West Hill; Mr. F.J. Speer, Toronto; Mrs. B. Tomasik, Agincourt; Mr. N. Young, Toronto.
Municipal Appointees: Dr. F.W. Hart, Toronto; Alderman P.E. Oyler, Toronto; Mr. J.H. Porter, Scarborough; Mr. R.S. Taylor, Scarborough.

Conestoga

Miss V. Aboud, Guelph; Mr. J.R. Ashton, Cambridge; Mrs. R. Baker, Stratford; Mr. A.W. Dean, Cambridge; Mr. A.P. Dilks, Stratford; Mr. F. Grespan, Kitchener; Mrs. V. Kerr, Kitchener; Mr. J. Rennie, Guelph; Mr. R.G. Shrier, Goderich.
Municipal Appointees: Mr. A. Campbell, Seaforth; Mr. J.P. Duffy, Waterloo; Mr. L. Mackenzie, Erin; Mrs. D. Worden, St. Pauls.

Confederation

Mr. G.A. Bannon, Thunder Bay; Mr. W.E. Bryan, Thunder Bay; Mrs. N. Erickson, Thunder Bay; Ms. D. Gustafson, Fort Frances; Mr. A.G. Jones, Thunder Bay; Dr. R.N. MacKenzie, Thunder Bay; Mr. R.M. McMuldroy, Thunder Bay; Mrs. A.A. Powell, Thunder Bay; Ms. M.A. Twomey, Schreiber.
Municipal Appointees: Mr. J.N. Davidson, Kenora; Mr. R.K.B. Dunlop, Dryden; Mr. C.M. Hayes, Kenora; Mr. J. Masters, Thunder Bay; Mr. R.B. McCormack, Thunder Bay; Mr. H.S. McMaster, Thunder Bay.

Durham

Mrs. K. Gusell, Oshawa; Mr. W.R. Kittle, Oshawa; Mr. J.C. Larmond, Oshawa; Mrs. R. Milne, Oshawa; Mr. B. Perry, Oshawa; Mr. C.G. Pilkey, Don Mills; Mr. N. Schilling, Whitby; Dr. K.W. Slemon, Bowmanville; Mr. B.R. Waters, Oshawa.
Municipal Appointees: Mr. H.C. Crowell, Port Perry; Alderman J. McLaughlin, Oshawa; Mr. E.F. Marston, Port Hope; Mr. S.B. Rutherford, Orono.

Fanshawe

Mr. E.G. Bainbridge, London; Mr. B. Calder, Woodstock; Mrs. G. Grant, London; Mr. R. Hughes, Strathroy; Ms. G.E. Lamb, London; Mr. M.J. McFall,

London; Mr. R.J. Murray, London; Dr. T.K. Siess, London; Dr. O.H. Warwick, London.

Municipal Appointees: Mr. D.K. Eckel, Woodstock; Mr. K.M. Jones, Simcoe; Mrs. P. Olien, London; Mr. D. Puddicombe, Woodstock; Mr. B. Thacker, St. Thomas.

George Brown

Mr. B. Bone, Don Mills; Mr. R.B. Bradley, Willowdale; Mr. J.M. Farley, Oakville; Miss G.M. Fatt, Toronto; Mr. M. Gerstein, Toronto; Mr. G.L. Mollenhauer, Toronto; Dr. Q. Rae-Grant, Toronto; Mrs. S.A. Srigley, Toronto; Mr. Wm. A. Villano, Toronto.
Municipal Appointees: Mrs. E. McLean, Toronto; Ms. J. Opperman, Toronto; Alderman J.J. Piccininni, Toronto; Mr. R. Spencer, Toronto.

Georgian

Mr. W.H. Green, Parry Sound; Mr. R. Hartog, Cambridge; Mr. R.E. Lynch, Barrie; Mr. R.G. Mitchell, Barrie; Mr. R.A. Parrott, Kimberley; Mrs. B. Spooner, Collingwood; Mrs. B. Thompson, Bracebridge; Mr. J.A. Wilson, Orillia; Mr. R.A. Yates, Owen Sound.
Municipal Appointees: Mr. A. Field, Durham; Mrs. B. Limpert, Wiarton; Mr. L. Thomson, Orangeville; Mr. W.J. Wales, Everett.

Humber

Mr. J. Fenton, Islington; Mr. H. Forth, Islington; Mrs. I. Glover, Toronto; Mr. A.R. Gould, Etobicoke; Mr. E.S. Jarvis, Islington; Ms. M. Pellechia, Downsview; Mr. R.D. Schwass, Toronto; Mr. L.E. Venchiarutti, Toronto.
Municipal Appointees: Mrs. L.S. Bendera, Islington; Mr. D. Deaves, Etobicoke; Mrs. K. Goodbrand, Toronto; Mr. F.J. Lambert, Toronto; Mrs. M. Porter, Etobicoke.

Lambton

Mrs. F. Blake, Sarnia; Mr. W.A. Bradshaw, Petrolia; Mr. M.B. Gilpin, Forest; Mrs. C.L. Harris, Sarnia; Mr. C.C. MacGregor, Sarnia; Mr. T.H. Milson, Sarnia; Mr. W.D. Reid, Sarnia; Mrs. E.M. Rupar, Sarnia; Mr. P.D. Scott, Sarnia; Mr. D.T. Southcott, Grand Bend; Mr. C.S. Sullivan, Sarnia.
Municipal Appointees: Mr. K. James, Sarnia; Mr. A. Korpan, Sarnia; Alderman J. Kowalyshyn, Sarnia;

Mr. T. Sharp, Florence; Alderman N.L. Sarnia.

Loyalist

Mr. F.H. Bellstedt, Corbyville; Mrs. R. Burdette, Belleville; Mr. D.M. Campbell, Trenton; Mr. J. Belleville; Mr. C.V. Johnson, Campbellford; Ketcheson, Madoc; Dr. J.S. Loynes, Belleville; I.E. Reilly, Belleville; Mrs. M. Savigny, Clinton; D.S. Spencer, Tweed.
Municipal Appointees: Mr. A. Anderson, Brantford; Mr. G. Jenkins, Bancroft; Mrs. R. Wartman, Napanee; Mr. R.W. Weaver, Trenton.

Mohawk

Mrs. M. Allwood, Hamilton; Dr. A.N. Bourne, Hamilton; Mr. L.A.S. Crews, Brantford; Mr. S. Flinn, Hamilton; Dr. J.D. Galloway, Burlington; Mr. J. Harris, Hamilton; Mr. J.C. Jaggard, Hamilton; J.A. Miller, Brantford; Mrs. P. Nelles, Caledonia; Mrs. M. Spears, Burlington.
Municipal Appointees: Mr. H. Hynd, Hamilton; E.W. Scarrow, Brantford; Councillor A. Sloan, Ancaster; Mr. F.F. Wiley, Brantford.

Niagara

Mr. R.J. Babin, Port Colborne; Mr. A.N. Elliott, Niagara Falls; Mrs. M.R. Ferguson, Welland; Mr. Fraser, St. Catharines; Mr. A. Ironside, Niagara Falls; Mr. J.B. McLaughlin, St. Catharines; Mr. J. Picken, Niagara-On-The-Lake; Mr. G.B. Santer, Niagara Falls; Mrs. B.A. Troup, Jordan Station.
Municipal Appointees: Dr. C.P. Fisher, St. Catharines; Rev. D. Foley, Welland; Mrs. H.H. Larmann, St. Catharines; Mr. J.R. Letourneau, Welland; W. Stanyer, Niagara Falls; Mr. R.A. Wilson, Port Colborne.

Northern

Mr. A.S. Aidelbaum, Kirkland Lake; Mrs. C. B. Bell, Schumacher; Dr. G.W. Burgman, Kirkland Lake; Mrs. N.N. Caldbick, Timmins; Mr. R.D. Campbell, Timmins; Mr. L.T. Gauthier, Cochran; Mr. J. Giles, Elk Lake; Mrs. J. Guertin, Kapuskasing; Laforest, Timmins; Mr. P.D. McManus, Timmins; H.A. Moore, Cobalt; Mr. A.D. Mortson, Kirkland Lake; Mr. M.W.M. Stevens, Timmins; Mr. J.G. Lars, New Liskeard.

St. Clair

Case, Chatham; Mr. R.C. Gates, Windsor;
ay, Windsor; Mr. L. Haggith, Windsor; Mr.
eau, Windsor; Dr. M.L. Petras, Windsor;
nkett, Windsor; Mrs. J. Steeves, Essex;
White, Kent Bridge.
Appointees: Mr. F. Cada, Windsor; Mr.
bell, Chatham; Mr. J. Quinn, Windsor; Mr.
z, St. Clair Beach.

St. Lawrence

ohoe, Kingston; Mrs. S. Collins, Odessa;
aser, Alexandria; Mr. R.K. Jones, Kingston;
ee, Sharbot Lake; Mrs. J.M. Sheridan,
Mr. B.J. Shields, Cornwall; Mrs. J. Smith,
; Ms. J. Wills, Brockville.
Appointees: Mr. F. Guidon, Cornwall; Mr.
nc, Cornwall; Mr. R. Leger, Cornwall; Mr.
ton, Kingston; Mr. J.T. Wells, Maitland.

Sault

Bowman, Sault Ste. Marie; Mrs. M. Dobie,
Marie; Dr. R.A. Drake, Sault Ste. Marie;
Old, Sault Ste. Marie; Mrs. N. Jondreau,
Marie; Mr. W. Locke, Sault Ste. Marie; Mr.
ant, Sault Ste. Marie; Mr. D. Walimiki, Sault
ie; Mr. R.J. Wismer, Sault Ste. Marie; Mr.
odcock, Sault Ste. Marie.
Appointees: Mr. L. Henderson, Wawa;
MacDonald, Sault Ste. Marie; Mr. A.H. Rose,
Marie; Mr. P. Salituri, Sault Ste. Marie;
ague, Elliot Lake.

Seneca

oadhurst, Richmond Hill; Dr. A.E. Courtney,
Mr. J.R.A. MacKenzie, Scarborough; Mr.
mmer, Richmond Hill; Mr. L.A. Rice, Bramp-
J. Sabiston, Don Mills; Mr. L. Stanford,
Mr. P. Suddick, Willowdale; Mrs. J. Tobe,
; Mrs. D.M. Wicks, Pickering.
Appointees: Alderman B. Burton, North
derman A.M. Heisey, Don Mills; Ms. Marie
Don Mills; Mr. M.J. McDonald, Sutton
ayor G.D. Timpson, Aurora.

Sheridan

A. Brown, Mississauga, Mr. W. Cook,

Hornby; Mr. G.B.P. Farrow, Toronto; Mr. J.W.
Hawkins, Burlington; Mrs. J.E. Johnston, Oakville;
Mr. F.E. Leitch, Clarkson; Mr. R.C. McLeod, Burling-
ton; Mr. J.D. Ostler, Brampton; Mrs. A.F. Ryckman,
Burlington; Mrs. B. Skinner, Mississauga.
Municipal Appointees: Mr. J.C. Aziz, Mississauga;
Mr. F. Oliver, Oakville; Mr. R. Planche, Oakville; Mrs.
M.M. Powys, Milton; Mr. K.G. Whillans, Brampton.

Sir Sandford Fleming

Mr. P.D. Brown, Peterborough; Mrs. M.F. Clarkson,
Peterborough; Mr. W.T.L. Coburn, Minden; Mrs. M.
Fawcett, Lindsay; Mrs. L. Fisher, Cobourg; Mr. L.
Groombridge, Peterborough; Mr. J.A. Heenan,
Cobourg; Mr. J.D. Hodgson, Haliburton; Prof. S.T.
Robson, Peterborough; Mr. W.J. Shields, Cobocok
Mrs. S.L. Stevenson, Peterborough; Mr. W.F.
Whetung, Lakefield.
Municipal Appointees: Mr. L.P. Mahon, Peter-
borough; Mr. H. Simpson, Lindsay.

Program Approvals

During the year, the following educational program approvals were given to the colleges concerned. Program approval does not imply any financial or other commitment on the part of the Ministry, but merely allows the college to mount the program if operating and capital funds are available and if the proper physical facilities are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals which are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is concerned that every program has good employment possibilities for its graduates, is in keeping with manpower needs, and is supported by adequate field work and clinical resources. For that reason, a number of programs have enrolment limitations placed upon them. The Council has also approved the cancellation of a number of programs.

In addition to the new programs listed below, 47 existing diploma nursing programs have been changed to implement the new provincial standards developed by a special committee of the Minister and approved by the Council of Regents.

In making decisions on program approvals, the Council of Regents is aided by the provincial consultative committees listed in the appendix. The assistance of these groups is sincerely appreciated.

Algonquin College

Electronics Engineering Technology – Research & Development, Rideau Campus

approved 80/08/21

Hospital Orderly – Byron Campus,
(20 weeks) full time
(50 weeks) part time

approved 80/06/18

approved 80/10/15

Rehabilitation – Multidiscipline Program; Programme Multidisciplinaire Readaption – Byron Campus, (full or part-time)

approved 80/06/18

Secours Ambulancier – Rideau Campus, (full time)

approved 80/06/18

Registered Nursing Assistant-Refresher Program; Programme des Infirmiers(eres)-Auxiliaires Auto-rises(es) – Byron Campus, (full &/or part-time)

approved 80/06/18

Cambrian College

Business – Marketing/Commerce – Main Campus, (4 semesters)

approved

Business Administration – Marketing/Adm. des Affaires – Marketing, (6 semesters)

approved

Stationary Power Engineering – Barrydown Campus, (6 semesters)

approved

Ambulance & Emergency Care/Secours ambulancier (BIL) – Regent Street Campus, (2 semesters)

approved

Canadore College

General Business/Gestion des affaires (BIL) – Main Campus, (4 semesters)

approved

Craft & Design – North Bay Campus, (part-time)

approved

Word Processing Operator – St. James Campus, (2 semesters)

approved

Court Reporting – Machine Shorthand – St. James Campus, (4 semesters)

approved

Executive Receptionist – St. James Campus, (2 semesters)

approved

Centennial College

Metal Machining – Progress Campus, (4 semesters)

approved

Computer Systems Technology – Progress Campus, (6 semesters)

approved

Fashion Merchandising – Warden Woods, (4 semesters)

approved

Confederation College

Native Alcoholism Worker – Skills Administration – Thunder Bay Campus, (3 semesters)

approved

Native Alcoholism Worker – Thunder Bay Campus, (3 semesters)

approved

(manufacturing) Technician/Technologist
Thunder Bay Campus, (4 & 6 semesters)
approved 80/08/15

Community Worker – Shuniah Campus
(2 semesters)
approved 81/01/21

Visual Arts Administration – Thunder Bay
Campus, (4 semesters)
approved 81/02/18

Durham College

Technology – Multidiscipline (post basic), (part-
time)
approved 80/06/18

Care Aide, (1 semester), (full-time)
approved 81/03/11

Fanshawe College

Processing – London Campus, (2 semesters)
approved 80/09/17

Local Management – London Campus
(part-time)
approved 80/09/17

Industry Arts – Engineering/Production
Campus, (4 semesters)
approved 80/09/17

Business – Main Campus, (4 semesters)
approved 80/09/17

Marketing – Main Campus, (4 semesters)
approved 80/09/17

Registered Nurse – Occupational Health Nursing,
(part-time)
approved 80/10/15

George Brown College

Welding Technician – St. James Campus,
(2 semesters)
approved 80/06/18

Thermal Power Plant Engineering – Casa Loma
Campus, (4 semesters)
approved 80/09/17

Care Aide – Nightingale Campus
(1 semester or 16 weeks), (full-time)
approved 80/10/15

Photovoltaic Conversion Technology – Radiant Solar
Campus, (4 semesters)
approved 80/12/10

Georgian College

Library Technician – Barrie Campus, (part-time)
approved 80/05/21

Legal Secretarial – Barrie & Owen Sound
Campuses, (2 semesters)
approved 80/12/10

Medical Secretarial – Barrie & Owen Sound
Campuses, (2 semesters)
approved 80/12/10

Resort Management – Recreation – Barrie
Campus, (2 semesters)
approved 81/01/21

Tourism Management – Marketing – Barrie
Campus, (6 semesters)
approved 81/02/18

Tourism Management – Planning & Development
– Barrie Campus, (6 semesters)
approved 81/02/18

Recreation for Special Populations – Orillia
(3 semesters)
approved 81/03/11

Humber College

Registered Nurse – Emergency Nursing – (full
or part-time)
approved 80/06/18

Chef Co-op – North Campus, (6 semesters)
approved 81/01/21

Mohawk College

Registered Nurse – Perinatal Nursing – (full &
part-time)
approved 80/04/16

Industrial Craftsman – Machinist – H.I.T.C.
Campus, (6 semesters)
approved 80/10/15

Industrial Craftsman – Mechanic – H.I.T.C.
Campus, (6 semesters)
approved 80/10/15

Parent Education Counselling – Fennell Campus,
(post-diploma 360 hours)
approved 81/02/18

Niagara College

Registered Nurse – Critical Care Nursing –
Welland Campus, (part-time)
approved 80/12/10

Early Childhood Education/Education des petits
(BIL) – Welland Campus, (4 semesters)
approved 81/03/11

Northern College

Native Alcoholism & Drug Abuse Worker – Porcupine Campus, (4 semesters)

approved 80/06/18

Mechanical Engineering Technology – Mines Maintenance – Kirkland Lake, (6 semesters)

approved 81/02/18

Mechanical Engineering Technician – Mines Maintenance – Kirkland Lake, (4 semesters)

approved 81/02/18

Hospitality Administration & Food Service (BIL) – Porcupine Campus, (4 semesters)

approved 81/02/18

St. Clair College

Registered Nurse – Occupational Health Nursing – South, Thames Campus, (part-time)

approved 80/06/18

Registered Nursing Assistant – Refresher Course – Windsor/Thames, (part-time)

approved 80/06/18

Commercial Art – South Windsor, (4 semesters)

approved 80/06/18

St. Lawrence College

Registered Nurse – Occupational Health Nursing – Brockville Campus, (part-time)

approved 80/05/21

Mechanical Technician – Applied Machine Shop, (4 semesters)

approved 80/05/21

Education Des Petits – Cornwall Campus, (4 semesters)

approved 80/12/10

Restoration Technology – Brockville Campus, (4 semesters)

approved 81/03/11

Microcomputer Engineering Technology – Cornwall, (6 semesters)

approved 81/03/11

Business – Data Processing – Brockville Campus, (4 semesters)

approved 81/03/11

Sault College

Registered Nurse – Refresher Program – Main Campus, (part-time)

approved 80/05/21

Health Care Aide – Sault Ste. Marie Campus (full-time)

approved

Seneca College

Entrepreneurial Skills/Entrepreneurial Skills Administration – Finch Campus, (4 & 6 semesters)

approved

Visual Merchandising Arts – Finch Campus, (4 semesters)

approved

Registered Nursing Assistant – Refresher Course – Leslie Campus, (part-time)

approved

Sheridan College

Microcomputer Management – Brampton Campus, (4 semesters)

approved

Electronics Engineering Technician (Microcomputer) – Brampton Campus, (4 semesters)

approved

Sir Sandford Fleming College

Customs Administration – Brealey Campus, (4 semesters)

Financial Funding of College Activities

The announcement of the 1981-82 operating grants to the individual colleges, the Ministry of Colleges and Universities, and implemented, with minor changes, the report of the Task Force on the Implementation of a New Funding Mechanism — Colleges of Applied Arts and Technology. This Task Force was chaired by the Minister of Colleges and Universities, and its members included the Chairman of the Council of Regents and representatives from the colleges, the Council of Colleges and the Ministries of Colleges and Universities/Education. Formed in March, 1980, the Task Force completed its work in early November 1981. This completion permitted the mechanism developed by the Task Force, endorsed by the Council of Regents, and accepted by the Ministry, to be used for the 1981-82 allocation (April, 1981 to March 31, 1982) of provincial operating grants. The total provincial operating grant is initially allocated for the entire college system. After approximately 5% of this grant is set aside for "add-on" items such as rentals and termination gratuities, which are not normally activity-related — the remainder of the funds are allocated on the basis of activity. Described simply, the allocation is as follows:

The activity base is determined for each college. This base reflects all full-time provincially supported activity, and the full or partial funding of provincially supported part-time activities. There is an adjustment for funding purposes for certain provincially supported full-time activities to reflect their more costly than average nature, e.g., nursing;

The college activity base is further adjusted to reflect both the size and geographic locale of the college;

The remaining operating grant (95%) is allocated in proportion to this adjusted activity base.

The Task Force's report contained many suggestions and proposals which were accepted by the Ministry. Of particular note were:

the establishment of an on-going Review Committee;

the use of a "minimum guarantee" as the revised method was phased in;

the increased role of the colleges in the auditing of the information on which the allocation was based ("self policing");

- The division of part-time activity into fully and partially funded categories;
 - A less restrictive method of funding the incremental costs of francophone programs.
- Comparative statistics on enrolments and finances follow:

I. ENROLMENT STATISTICS

	1979-80	1980-81
(a) Full-Time Post-Secondary Enrolment ¹	70,508 ²	76,585
(b) Part-Time Post-Secondary Course ³ Registrations	65,723	71,423
Part-Time Non-Post-Secondary Course Registrations	150,791	166,068
(c) Manpower Training ⁴		
Adult Training: Full-Time (including fee payers)	20,112	20,365
Part-Time	2,535	2,510
Apprentices: Full-Time	3,475	3,567
TIBI	2,860	not avail.
OMDP ⁵	13,483	15,372
Active Apprentice Contracts	31,150	36,344
(d) Foreign Students (Student and Other Visas) ⁶	1,401	1,570

1. Represents total enrolment as of November 1 Mid-Term Enrolment Survey.
2. Revised from 70,439.
3. Represents cumulative course registrations (July 1 - October 31) and not a head count. (Source: OCIS CAB 3).
4. These programs run on a continuous intake basis. These figures represent the number of persons active in programs at CAATs at the end of each fiscal year (except Ontario Management Development Program).
5. Represents cumulative registrations during the fiscal year. (April - March).
6. Source: OCIS Student System Report S266.

Summary Statistics – 1978-79 to 1980-81

II. FINANCES

	1978-79	1979-80	1980-81
(a) (i) Operating Support to CAATs			
regular grant ⁽¹⁾	271,496,000	286,998,000	308,620,000
special new entrants grant	—	4,767,000 ⁽²⁾	8,770,000
	<u>271,496,000</u>	<u>291,765,000</u>	<u>317,400,000</u>
(ii) Manpower Training Grants			
To CAATs ⁽³⁾			
Adult Training	72,342,000	79,258,000	89,050,000
Apprenticeship	14,531,000	16,287,000	19,160,000
TOTAL	<u>86,873,000</u>	<u>95,545,000⁽⁴⁾</u>	<u>108,210,000</u>
(iii) No. of Training Days			
Purchased from CAATs			
Adult Training	4,009,000	4,026,000	4,213,000
Apprenticeship	714,000	760,000	818,000
TOTAL	<u>4,723,000</u>	<u>4,786,000</u>	<u>5,031,000</u>
(b) Operating Revenue –			
CAATs – Fees	42,446,000	49,424,000 ⁽⁵⁾	55,129,000

FOOTNOTES

- (1) includes grants for a) training in business and industry, and b) part-time industrial training excludes debenture payments and grants in lieu of municipal taxation
- (2) amount adjusted to reflect entitlements – 1979/80 = no. of full time equivalent students (FTEs) × \$1,200.00; 1980/81 = FTEs × \$2,210.00
- (3) includes rental and miscellaneous grants but excludes grants to non-colleges
- (4) amount increased (decreased) to transfer \$868,000 of 1980/81 payments (\$355,000.00 for adult training and \$513,000.00 for apprenticeship) made in respect to 1979/80 unfunded entitlements
- (5) actual – supercedes previous estimate
- (6) estimate
- (7) footnotes (2), (4) and (5) reflect revisions to data shown in the 1979-80 annual report

SOURCES

Operating Support: Public Accounts and Financial Services Branch
 Manpower Training Grants: Financial Services Branch for payments data; College Affairs Branch for apportionments
 No. of Training Days: Adult Training – Financial Services Branch
 Apprenticeship – Apprenticeship Branch
 Operating Revenue – Fees: Ontario College Information System

Multi-Year Plans

Multi-Year Planning process is integral to the structure of the Ontario college system. For the Council, it is a useful tool whereby alternate courses can be evaluated and a path chosen. This is particularly important in a time of increasing costs.

The Council, it is a vehicle through which, on behalf of the people of Ontario, the Council can conduct an educational audit to ensure effective use of public funds.

In addition to reviewing the multi-year plans of each college in the system in April, May and June the Council made on-site visits to eleven of the colleges to discuss the multi-year plans with the college governors.

The following colleges were visited: Canadore, Collège de la Saguenay, Fanshawe, Georgian, Humber, York, York University, Loyalist, Northern, Seneca, St. Clair, and St. Lawrence.

Policy Regarding Education in the French Language in Colleges of Applied Arts and Technology

There are two approaches to the education of French-speaking students in the Colleges of Applied Arts and Technology. One provides French-speaking students with educational programs in the French language. The other provides some courses and/or educational programs in both official languages. The policy of the Council of Regents encompasses both approaches. It respects the intent that the policy will be implemented by each college concerned in the best interests of the students.

The council maintains the position that the primary objectives of the colleges are:

- to prepare young people to enter the world of work, and
- to assist adults in improving themselves, or in preparing themselves for different or better jobs.

Resolutions:

- That any college in an area where a recognizable percentage of the population is French-speaking offer some courses and/or programs in the French language, subject to sufficient enrolment under current program regulations, in order to serve graduates from French-Language Instructional Units as well as French-speaking adult students in Continuing Education. A milieu where French-speaking students feel at home is essential. It is understood that should French-speaking students need to improve their English language skills, appropriate facilities for the purpose are, or will be made available.
- That the bilingual or French-language learning resources developed at a college be shared with other colleges developing bilingual programs to minimize the cost of such programs across the province.

Recommendations to the Minister

Number	Date	Title of Resolution	Mini: Respo
125-1	80-04-11	Retention of Hay Associates Canada Limited	Acce
125-2	80-04-11	Pension Adjustment	Acce
126-1	80-06-12	CAAT Pension Plan Unfunded Liability	Appro
127-1	80-06-30	Salary Policy Line Recommendations for College Administrative Staff – Effective July 1, 1980	Accep
127-2	80-06-30	St. Lawrence College, Kingston Site Plan Approval	Appro
128-1	80-07-15	Extension of College of Nurses Assessment Service	Appro
128-2	80-07-15	Chiropody Program	Appro
128-3	80-07-15	Enrolment in Diploma Nursing and Nursing Assistant Programs	Appro
128-4	80-07-15	College Governance	Pendi
130-1	80-11-04	Pension Adjustment	Appro
132-1	81-01-13	CAAT-CON Computer Consortium	Not Su

Norman's Concluding Remarks

Continually rising enrolment in the CAAT system, a trend running counter to that observed in most post-secondary institutions, may be looked upon and appreciated as an indication that the colleges are providing educational services that are valued by the public. At the same time, this trend presents a challenge to the system, particularly at a time when funding restrictions are of serious concern.

The Council of Regents is very much concerned to ensure that there should never be a lessening of quality or standards of college offerings. The Council is therefore planning or is now conducting a number of projects designed to respond to these challenges.

Mechanisms to ensure the equitable distribution of available funds are very important. This has been applied to operating funds, but the Council is also responsible for recommending to the Minister the distribution of capital funds as well.

The whole question of college growth is a major preoccupation, given the wide disparity in the enrolments of colleges throughout the province.

The rationalization of college programs continues to be of concern. Duplication of under-utilized programs, particularly in contiguous colleges, is obviously not the best use that may be made of

scarce resources.

Within the framework of these concerns, the Council must continue to support the individual autonomy of college boards, since a major strength of the college system lies in the ability of individual institutions to react to local requirements and demands.

College boards and administrations are responding well to the challenge of making the most effective use of the resources available to them. Council commends and endorses these efforts.

The college system in Ontario is, in our opinion, entering a new and significantly different phase in its development. After a long period of unprecedented growth, which will continue in some areas as a result of population pressures, the system must now adapt to resource limitations and similar stabilizing pressures. This adaptation will be a major challenge for the Eighties.



NORMAN E. WILLIAMS,
Chairman.

Appendix A

Provincial Consultative Committees for College Programs

This list includes provincial consultative committees, ad hoc steering committees, and task forces reporting directly or indirectly to the Council of Regents.

In addition to these committees, the Council is aided in making decisions about educational programs in the colleges by three other groups which are not responsible to the Council, namely:

The National Advisory Council on Marine Training, Central Region;

The National Advisory Committee to the Department of Transport on Training and Licensing of Aircraft Maintenance Personnel;

The Provincial Review (Educational) Subcommittee of the Ontario Council of Health.

The contribution of these three bodies to the planning of college programs is gratefully acknowledged.

These committees follow:

Architectural Technology Programs

- Mr. B. T. Atkins, Ontario Association of Architects, Toronto
- Mr. F. L. Brooks, H. M. Brooks Ltd., Oshawa
- Mr. K. L. Coupland, Ministry of Colleges and Universities
- Mr. J. Crook, Association of Architectural Technologists of Ontario, Toronto
- Mr. J. Filipovic, Confederation College, Thunder Bay
- Mr. J. Keighley, Algonquin College, Ottawa
- Mr. S. Mendiratta, Mohawk College, Hamilton
- Mr. J. Metcalfe, Humber College, Rexdale
- Mr. W. M. Stafford, Ontario Association of Architects, Toronto
- Mr. R. Waites, George Brown College, Toronto

Dental Auxiliary Programs

- Mrs. Adele J. Quaniatini, Chairman, Chairman, Health Sciences, Cambrian College
- Mrs. M. Deichert, Chairman, Accreditation Division, Ontario Dental Nurses and Assistants Association
- Dr. B. Gardner, Chairman, Dental Health Sciences, St. Clair College
- Mr. John C. Gillies, Exec. Director, Ontario Dental Association

Mr. F. Habermehl, Dean of Health Sciences, Niagara College

Dr. B. Hord, Professor and Chairman, Department of Restorative Dentistry, Faculty of Dentistry, University of Toronto

Mrs. D. Lang, Vice-President, Ontario Dental Hygienists' Association

Dr. D. McFarlane, Assistant to the Registrar, College of Dental Surgeons

Miss C.K. Ono, Academic Co-ordinator, Dental Auxiliary Programs, Seneca College

Dr. K. Ryan, Dental Consultant, Health Protection Branch, Ministry of Health

Mr. H. Demeris, Program Consultant, Ministry of Colleges and Universities

Electronics Programs

- Mr. W. Dykstra, George Brown College, Toronto
 - Mr. W. Hardwick, Maclean-Hunter Cable Television, Rexdale
 - Mr. L. Ingram, Canadian General Electric Company Ltd., Barrie
 - Mr. G. G. Keenan, Canadian National Telecommunications, Toronto
 - Mr. W. Kellerman, Algonquin College, Nepean
 - Mr. A. McLennan, Confederation College, Thunder Bay
 - Mr. Meyers, St. Lawrence College, Cornwall
 - Mr. P. O'Brien, Simpsons-Sears Limited, Rexdale
 - Mr. W. Patullo, Conestoga College, Waterloo
 - Mr. N. Peters, Fanshawe College, London
 - Dr. R. A. Rothenbury, Lambton College, Sandwich
 - Mr. J. Sands, Philips Electronics Industries Ltd., Scarborough
 - Mr. J. Vandepol, Durham College, Oshawa
 - Mr. H. Weber, G.T.E. Sylvania, Mississauga
 - Mr. B. White, Humber College, Rexdale
 - Mr. A. Wilson, T. Eaton Company, Weston
 - Mr. G. F. Starink, Ministry of Colleges and Universities
- #### Heating, Refrigeration and Air Conditioning
- Mr. R. Balsdon, Algonquin College, Nepean
 - Mr. R. Baxter, St. Clair College, Windsor
 - Mr. G. I. Bruce, Ministry of Colleges and Universities

B. Cameron, Carrier Air Conditioning
Canada) Ltd., Bramalea
G. Davis, Ministry of Colleges and
Universities
J. N. Drake, Ministry of Consumer and
Commercial Relations
Gallagher, E. S. Gallagher Sales Ltd., Toronto
J. Geddes, Heating, Refrigeration & Air
Conditioning Institute, Islington
R. Hartman, Ontario Refrigeration & Air
Conditioning Contractors Association, Sudbury
W. Ingram, Ontario Petroleum Association,
Downsview
J. Leckie, Fanshawe College, London
J. Madden, Ministry of Colleges and
Universities
V. F. Marshall, Marshall Refrigeration Co. Ltd.,
Leaside
J. Nicholson, George Brown College, Toronto
J. Plummer, Refrigeration Workers of Ontario,
Local Union 787, Downsview
W. Podd, Refrigeration Service Engineers
Society
J. Ralston, Ministry of Colleges and Universities
L. Swallow, Fanshawe College, London
G. Takata, Niagara College, Welland

Survey Programs

R. C. Cooper, Municipal Offices, Burlington
K. L. Coupland, Ministry of Colleges and
Universities
B. T. Davies, Horton & Wallace Limited, Whitby
Professor David Lamden, Erindale College,
University of Toronto
D. W. Lloyd, Fanshawe College, London
J. Martin, Association of Certified Survey
Technologists of Ontario, Toronto
P. J. McGuinness, George Brown College,
Toronto
W. T. J. McGuinness, Niagara College, Welland
D. J. Smith, Northern College, South Porcupine
J. Srom, Humber College, Rexdale

Ontario Council of Health

Provincial Review (Educational) Subcommittee*

D. M. Schatz, Chairman, Executive Director,

Toronto Institute of Medical Technology, Toronto
Miss R. Borowska, Senior Program Consultant, Col-
lege Affairs Branch, Ministry of Colleges and
Universities, Mowat Block, Queen's Park, Toronto
Dr. J. L. Frid, Dean, Health Sciences, Mohawk
College of Applied Arts and Technology, Hamilton.
Ms. W. Gerhard, Dean, Faculty of Professional
Schools, Laurentian University, Sudbury.
Mr. A. Helewa, Director of Professional Services,
Canadian Arthritis and Rheumatism Society,
Toronto.
Dr. B. Kain, Assistant Professor, Department of
Family Medicine, Queen's University, Kingston.
Miss L. H. Parsons, Executive Director, Oakville-
Trafalgar Memorial Hospital, Oakville.
Dr. D. Randall, Senior Advisor, Health Manpower
Section, Ministry of Health, Hepburn Block,
Queen's Park, Toronto.

Resource Persons

Mr. H. Demeris, Program Consultant, College
Affairs Branch, Ministry of Colleges and Univer-
sities, Mowat Block, Queen's Park, Toronto.
Ms. Lynn Truax, Consultant, Health Manpower,
Strategic Research and Manpower Planning
Branch, Ministry of Health, Hepburn Block,
Queen's Park, Toronto.

* Makes recommendations on health sciences
programs to the Ontario Council of Regents for
Colleges of Applied Arts and Technology.

Appendix B

B.A.S.H. Program Committee Report on the Health Sciences Program Area – April 1, 1980 to March 31, 1981

During the year the Council considered one hundred and six agenda items related to health sciences programs. These items related to the implementation of (a) new programs, including post-basic and refresher, (b) revisions in curriculum for nursing programs reflecting the implementation of new program standards, (c) changes in nursing program enrolments and (d) other issues:

- a) New programs, including post-basic and refresher, continued to be developed in keeping with the locally and provincially identified needs. Post-basic programs approved by the Council included critical care, perinatal, operating room and occupational health nursing as well as gerontology. The latter was developed primarily on a multi-disciplinary basis. Other programs approved included offerings for health care aides and hospital orderlies in both French and English, as well as ambulance and emergency care program in French and as a bilingual offering. The proposal for critical care attendants in air ambulance service (paramedics) was approved with several provisos. However, in view of aspects related to the delegated medical acts, a decision was made later by the Ministry of Health to have this program offered under its own auspices.
- b) The implementation of the new program standards for diploma nursing programs progressed on a staggered basis, as planned. Submissions from eleven colleges were approved by the Council for implementation in September, 1981. The process will be completed in 1982. The program patterns developed reflect the flexibility offered under the new standards and included two year, two year and one semester, and three academic year options. The advantage features of this approach were recognized to include the choice to students and the output of graduates at different times of the year, beginning in 1982. The latter will allow employers to recruit new staff at different times of the year.

Innovative approaches in some programs included modularization of the content for progression through the program to the individual learner's pacing. A part-time program has been approved also for a part-time program. This will be the first diploma nursing program offered on a part-time basis.

- c) Changes in nursing program enrolment approved on the basis of requests received from colleges. In view of an increased rate for nurses, but considerable regional manpower variations, Council considered adjustments on an individual college basis. Approvals given reflect a 11.5 percent increase over 1980.
- d) The following other program related issues were considered:
 - The Council of Regents entered into an agreement with the College of Nurses, Ontario to provide continued assessment services for basic nursing programs in colleges for a five year period;
 - Report of the Provincial Review (Education Sub-Committee of the Ontario Council of Health: "A Review of Programming for Health Care Aides, Hospital Orderlies and Medical Assistants in Colleges of Applied Arts and Technology", was accepted for circulation in colleges and appropriate action;
 - The Council adopted the position on diploma programs in health sciences reflecting only offerings with the clinical experience component as certificate programs;
 - The Council recommended the establishment of a Tri-Ministerial Committee (Ministry of Labour, Health and Colleges and Universities) to consider matters related to occupational health and safety programs;
 - The Council considered the appropriate approach to the introduction of chiropractic program in the college system and recommended the establishment of a program specific provincial advisory committee;
 - The Council accepted changes affecting dental hygienists' program which arose from the introduction of orthodontic duties, as amended in Regulations under the Health Disciplines Act (Dentistry).

Members of the Provincial Advisory Committee on Nursing Education

Represented By	Member	Title
Ontario Association of Nurses	Miss Margaret Charters	Assistant Administrator, Nursing and Patient Care Services, Hamilton General Hospital
	Miss Patricia E. Kirkby	Chairman, Health Sciences Programs, Lambton College, Sarnia
	Mrs. P. Diane Scott	Supervisor, Continuing Education Health Programs, Confederation College, Thunder Bay
	Mrs. Muriel Scott	Assistant Director of Nursing Education, North York General Hospital, Toronto
	Miss Heidi Yamashita	Chairman, Health Sciences, Continuing Education, George Brown College, Toronto
Registered Nurses Association of Ontario	Mrs. Irene Kryszewski	Assistant Administrator, St. Mary's General Hospital, Timmins
	Mrs. Sheila Zerr	Assistant Professor, Faculty of Nursing, University of Ottawa
Ontario Medical Association	Dr. Adam L. Linton	Professor of Medicine, University of Western Ontario and Chief of Medicine, Victoria Hospital Corporation, London
Committee of Presidents	Dr. Aletha McCallum	Dean, Post-Secondary Programs, Canadore College, North Bay
Ontario Association of Registered Practical Nurses	Mrs. Margaret McDavid	President, O.A.R.N.A. and Registered Nursing Assistant, Dr. Joseph O. Ruddy, General Hospital, Whitby
Ontario Hospital Association	Mr. Ross E. Hahn	Trustee, Kitchener-Waterloo Hospital Commission
	Mr. John R. Haslehurst	Executive Director, Women's College Hospital, Toronto
Ministry of Education	Mrs. Barbara Taylor	Head, Nursing Assistant Program, Huron Heights Secondary School, Newmarket
Ministry of Health	Miss Dorothy Monteith	Senior Nursing Consultant, Institutional Operations Branch, Ministry of Health
Ministry of Colleges and Universities (Ex Officio)	Miss Regina Borowska	Senior Program Consultant, College Affairs Branch, Ministry of Colleges and Universities

Dr. Aletha McCallum, Chairman

Mrs. Regina Borowska, Secretariat

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Hon. Bette Stephenson, M.D., Minister
Harry K. Fisher, Deputy Minister

**The Ontario
Council of
Regents
for
Colleges of
Applied Arts
and Technology**

Annual Report

1981-82

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**The Ontario Council of Regents
for Colleges of Applied Arts and Technology**

ANNUAL REPORT
APRIL 1, 1981 to MARCH 31, 1982

Mowat Block, Queen's Park
Toronto, Ontario M7A 1L2

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Letter of Transmittal

September 30, 1982

The Honourable Bette Stephenson
Minister of Colleges and Universities

Dear Dr. Stephenson:

On behalf of the Ontario Council of Regents for Colleges of Applied Arts and Technology, I have the honour to present a report on the activities of the council for the period April 1, 1981, to March 31, 1982.

During this period, in addition to its normal business, the council addressed five significant areas of concern—the effectiveness of the current advisory-committee system, program rationalization, communications among the system components, program accreditation, and the governance of colleges. I am pleased to report that each of these resulted in positive action being taken which has improved the operation of the college system.

Of equal importance was the preparation of the growth report, within an imposed time constraint of six months. This report, based on audited data carefully accumulated over the past six years, is indicative of the co-operation that exists in our system and the quality of the information system which has taken over ten years to evolve.

The council recognizes the realities of the 1980s, among these the fiscal constraints, the new National Training Act, and a shifting in the mix of client groups and market penetration. The council hastens to assure you that its future deliberations will bear in mind these changing times and recommend policies that will ensure that the demonstrated flexibility of our colleges will not only be maintained but enhanced. I am grateful for the dedicated work of the members of the Council of Regents, which contributed so much towards these achievements.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Norman E. Williams". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Norman E. Williams
Chairman

Members of the Council of Regents, 1981-82

Mr. N.E. Williams (Chairman)
Toronto

Mrs. H.E. Black
Sault Ste. Marie (1982)

Mr. W.K. Caldwell
Barrie (1984)

Mr. D.W. Coleman
London (1982)

Mr. J. André Cousineau
Timmins (1982)

Mrs. H.S. Finley
Kingston (1981)

Dr. W. Gerhart
Parry Sound (1981)

Mrs. M. Hale
Ottawa (1984)

Dr. C.M. Johnston
Thunder Bay (1982)

Mr. F.H. Kane
Willowdale (1983)

Mrs. C. Lavigne
Cornwall (1981)

Mr. S.E. Lovell
Oshawa (1984)

Mr. D.N. Omand
Mississauga (1983)

Mr. W.Y. Reno
Toronto (1983)

Dr. D. Schatz
Toronto (1982)

Mr. F.W. Sheridan
Sudbury (1984)

Mr. J.A. Stewart
Ailsa Craig (1984)

Mr. E.A. Taylor
Hamilton (1984)

Mr. J.A. Turner
Mississauga (1981)

Mr. J. Welsh
Petroliia (1981)

Mrs. D. Murdoch
Executive Secretary

Note: Members' current terms expire December 31 of the year shown in parentheses. The members listed have served all or part of the fiscal year.

Members of Standing Committees, 1981-82

April 1, 1981–December 31, 1981

Executive Committee

Mr. N.E. Williams (Chairman)
Mr. C.M. Johnston (Vice-Chairman)
Mr. J.A. Cousineau
Mrs. M. Hale
Mr. D.N. Omand
Dr. D. Schatz
Mrs. D. Murdoch (Secretary)

Administrative and Student Affairs Committee

Mr. J.A. Cousineau (Chairman)
Mr. F.H. Kane
Mr. S.E. Lovell
Mr. R. Myron (Secretary)

Program Committee (Business, Applied Arts, Social and Health Services)

Mr. D.N. Omand (Chairman)
Mrs. H.E. Black
Mr. W.K. Caldwell
Mr. D.W. Coleman
Mr. R. Struthers (Secretary)

Program Committee (Technical)

Mrs. M. Hale
Mr. W.Y. Reno
Mr. J.A. Stewart
Mr. K. Coupland (Secretary)

Staff Affairs Committee

Dr. D. Schatz (Chairman)
Dr. C.M. Johnston
Mr. F.W. Sheridan
Mr. E.A. Taylor
Mr. A. Pesce (Secretary)

Period: January 1, 1982–March 31, 1982

Executive Committee

Mr. N.E. Williams (Chairman)
Dr. C.M. Johnston (Vice-Chairman)
Mr. J.A. Cousineau
Mrs. M. Hale
Mr. D.N. Omand
Dr. D. Schatz
Mrs. D. Murdoch (Secretary)

Administrative and Student Affairs Committee

Mr. J.A. Cousineau (Chairman)
Mr. F.H. Kane
Mr. S.E. Lovell
Mr. R. Myron (Secretary)

Program Committee (Business, Applied Arts, Social and Health Services)

Mr. D.N. Omand (Chairman)
Mrs. H.E. Black
Mr. W.K. Caldwell
Mr. D.W. Coleman
Mr. R. Struthers (Secretary)

Program Committee (Technical)

Mrs. M. Hale
Mr. W.Y. Reno
Mr. J.A. Stewart
Mr. K. Coupland (Secretary)

Staff Affairs Committee

Dr. D. Schatz (Chairman)
Dr. C.M. Johnston
Mr. F.W. Sheridan
Mr. E.A. Taylor
Mr. A. Pesce (Secretary)

Members of Special Committees and Subcommittees, 1981-

In addition to the standing committees, the Council of Regents has established a number of special committees and subcommittees for specific purposes. The council is most appreciative of the contribution of time and effort by the busy people who serve on these committees without recompense. The success of the colleges of applied arts and technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Academic Negotiating Committee

Mr. T. Blundell, Cambrian College
Mr. D. Butler, Canadore College
Mr. G. Jodison, Georgian College
Mr. S. Quinlan, Seneca College
Miss J. Robarts, Niagara College
Mr. D. Dean, Ministry of Colleges and Universities
Mr. I.L. McArdle, Ministry of Colleges and Universities

Accreditation Implementation Committee

Mr. J.A. Turner, Council of Regents (Chairman)
Mr. G.D. Colford, Loyalist College
Mr. D.N. Omand, Council of Regents
Dr. D. Schatz, Council of Regents
Ms. J.A. Poglitsch, Ministry of Colleges and Universities (Secretary)

Collective Bargaining Steering Committee

Mr. N.E. Williams, Council of Regents (Chairman)
Mr. G.B. Allan, Lambton College
Mr. D. Avery, Mohawk College
Mr. T.J. Blundell, Cambrian College
Mr. J. Code, Sault College
Mr. J.A. Davison, Humber College
Mr. A.R. Devlin, Centennial College
Mr. D.R. Fraser, Loyalist College
Mr. M. Garland, Durham College
Mr. H. Gilchrist, St. Lawrence College
Mr. D. Grandbois, Northern College
Mr. D. Gross, Conestoga College
Dr. M. Hewgill, Canadore College
Dr. C.M. Johnston, Council of Regents
Mr. G. Lamont, Sir Sandford Fleming College
Mr. L. Poirier, Algonquin College
Miss J. Robarts, Niagara College
Mr. J. Saso, Georgian College
Dr. D. Schatz, Council of Regents
Mr. F.W. Sheridan, Council of Regents
Mr. D.A. Shields, Sheridan College

Mr. M. Tait, Seneca College
Mr. E.A. Taylor, Council of Regents
Mr. W. Tocheri, Confederation College
Mr. J. Turner, George Brown College
Mr. A.D. White, Fanshawe College
Mrs. G. Zubyk, St. Clair College
Mrs. D. Murdoch, Executive Secretary, C
Regents (Secretary)
Mr. A.M. Pesce, Ministry of Colleges and Universities

Employee/Employer Relations Committee

Mr. T. Blundell, Cambrian College
Mr. D. Gross, Conestoga College
Mr. D. Guptill, Humber College
Miss J. Robarts, Niagara College
Mr. D. White, Fanshawe College
Mr. I.L. McArdle, Ministry of Colleges and Universities (Secretary)
Mr. A.M. Pesce, Ministry of Colleges and Universities

Joint Educational Qualifications Subcommittee

Mr. J. Dunlop-Addley, Fanshawe College (Union Rep.)
Mr. R. Hebdon (Union Rep.)
Mr. C. McKay (Union Rep.)
Mr. H. Mollon, Mohawk College (Union Rep.)
Mr. T. Semadeni, Cambrian College
Mr. M. Winrow, St. Lawrence College
Mr. I.L. McArdle, Ministry of Colleges and Universities (COR Rep.)

Joint Insurance Committee—Academic

Ms. J. Balasak, Niagara College
Mr. M. Grunwell, Fanshawe College (Union Rep.)
Ms. G. Hancock, Algonquin College (Union Rep.)
Ms. W. Harrison, Conestoga College (Union Rep.)
Ms. S. McVittie (Union Rep.)
Mr. R. Martin, Sheridan College (Union Rep.)
Mr. P. Matthews, Sheridan College
Mr. H. Plummer, Loyalist College (Union Rep.)
Mr. I.L. McArdle, Ministry of Colleges and Universities (COR Rep.)
Mr. H. Smith, Ministry of Colleges and Universities

Joint Insurance Committee—Support Staff

Ms. B. Allan, Algonquin College (Union Rep.)
Mr. E.C. Downer, Sir Sandford Fleming College (Union Rep.)
Mr. N. Fraser, Loyalist College
Ms. K. Gennings, Conestoga College (Union Rep.)

Duties and Responsibilities of the Council of Regents

J. McRae, Algonquin College
McVittie (Union Rep.)
Pflanzner, St. Clair College (Union Rep.)
Dutton, Ministry of Colleges and Universities (COR Rep.)
Smith, Ministry of Colleges and Universities

on Consultative Committee

Nokes, Council of Regents (Chairman)
Allan, Algonquin College (Union Rep.)
Barron, Ontario Municipal Employees Retirement System
C. Downer, Sir Sandford Fleming (Union Rep.)
Guptill, Humber College
Hancock, Algonquin College (Union Rep.)
A. Hinds, Centennial College
Martin, Sheridan College (Union Rep.)
Sarra (Union Rep.)
T. Wallace, Humber College
Smith, Ministry of Colleges and Universities

ncial Committee on Job Evaluation

Davison, Humber College
Myers, Fanshawe College
Docherty, Ministry of Colleges and Universities

onships Committee

A. Turner, Council of Regents (Chairman)
H. Finley, Council of Regents
Omand, Council of Regents
E. Williams, Council of Regents
D. Murdoch, Executive Secretary, Council of Regents (Secretary)

ling Committee on Terms of

oyment—Administrative

J. Shields, Sheridan College (Chairman)
J. Bertrand, Cambrian College
J. Gilchrist, St. Lawrence College
Wm. B. Stoddart, Seneca College
J. Dean, Ministry of Colleges and Universities (Secretary)

ort Staff Classification Subcommittee

J. Balasak, Niagara College
Brady, Durham College
M. Irons, St. Lawrence College
J. Mageau, Northern College
J. Spargo, Seneca College
J. Dean, Ministry of Colleges and Universities (Secretary)

The Council of Regents is composed of a full-time chairman and fifteen laypersons, who serve three-year terms of office. The council meets two to three days a month to conduct business. All members are appointed by the Executive Council of the Ontario government in such a manner as to represent as broad a spectrum of the citizens of the province as possible. For efficiency, council business is channelled through an executive committee and four standing committees. The division of responsibilities among the committees is designed to equalize the workload as much as possible.

The *Executive Committee* consists of the chairman and vice-chairman of the council and the chairman of each of the four standing committees. The committee provides consultation and assistance to the chairman on council business and acts on matters of emergency that must be dealt with between council meetings.

The *Administrative and Student Affairs Committee* deals with board appointments and administrative matters relating to the colleges. This committee also deals with all student affairs other than the actual educational programs.

The *Program Committee (Business, Applied Arts, Social and Health Services)* considers applications for new programs and program changes and evaluates continuing programs in the fields of business, applied arts, social services, and health.

The *Program Committee (Technical)* considers applications for new programs and program changes, and evaluates continuing programs in the technical area.

The *Staff Affairs Committee* is responsible for collective bargaining for both the academic- and support-staff units and for recommending salary scales and conditions of employment for management staff, who are excluded from the bargaining units.

Recommendations from the standing committees are brought to the plenary sessions of the entire council for executive action or recommendation to the minister, as required by regulations.

Most meetings are held at colleges of applied arts and technology to provide an opportunity for the college community and council members to discuss areas of mutual interest and concern. Council members meet with the board of governors of the college hosting the monthly meeting. The meeting allows an informal, round-table discussion, at which time the board may bring to the council any concerns that the governors may have in reference to their college or region or to provincial or system-wide issues. In addition, council members meet with local and regional student representatives and take tours of the college.

The Council of Regents also participates each year in an annual conference with members of the boards of governors of the colleges.

Executive Authority

Collective bargaining. Under authority of an Act Respecting Collective Bargaining for Colleges of Applied Arts and Technology (1975), the council acts on behalf of boards of governors of the colleges in collective bargaining with representatives of college employees.

Board of governors. The council appoints eight members to the board of governors of each college and provides the formula for municipal appointments where the college area comprises two or more municipalities. The additional four members of the college boards are then appointed by the municipalities.

Master plans. The master plans of the colleges, and any modifications thereto, are submitted to the Council of Regents for approval. The council may modify or alter the plans before forwarding them to the minister for final approval. This includes such changes to the master plans as the establishment of new campuses; the purchase, sale, or transfer of property; and the establishment of new buildings not in previously approved plans.

Multi-year plans. The council is responsible for regulation for determining the content, for timing of the multi-year plans of the colleges which are submitted to the council. The council visits each college every second year to consult with its board of governors the implication of the plan. The ministry supports the council in implementing the plans.

Delegated Authority

Program approvals. The approval of new or modified educational programs is delegated to the Council of Regents. The council consults with the minister before approval is given to any program involving a change of government policy.

Policy Determinations

The Council of Regents assists the minister in the development of policy for colleges of applied arts and technology by initiating studies or by considering issues referred to it by the minister. In some cases, the council's recommended policy statements are submitted directly to the minister for consideration.

period from April 1, 1981, to March 31, the Council of Regents held ten regular meetings, seven of which included visits to colleges. A February meeting was held concurrently with the annual conference of the Association of Colleges of Applied Arts and Technology (ACAATO) in Ontario (ACAATO). Meetings held in conjunction with colleges included discussions with students, staff, and government representatives of the Committee of Presidents of ACAATO attended all regular meetings of the Council except the June policy meeting. Their participation is appreciated, both for their valuable contributions to the deliberations of the council and for the method of maintaining communication between the council and college boards and presidents.

September 15-17, 1981, at George Brown College, Toronto, and the Chelsea Inn
 October 20-22, 1981, at Sault College, Sault Ste. Marie, and the Holiday Inn
 November 17-19, 1981, at The Briars, Lake Simcoe
 December 16-18, 1981, at the Holiday Inn, Toronto
 January 20-22, 1982, at Fanshawe College, London, and the Holiday Inn
 February 17-19, 1982, at the Park Plaza Hotel, Toronto
 March 17-19, 1982, at Mohawk College, Hamilton, and the Holiday Inn

Meetings

Each college visit the council held meetings with local student-association representatives. In addition, four regional meetings were held with student presidents.

Executive Committee

During 1981-82 the Executive Committee met four times. All meetings were held in conjunction with regular council meetings to discuss matters that either were before the council or might be brought before the council in the future. The items dealt with by the committee ranged from the planning of events (e.g., the colleges' multi-year plan meetings, the annual policy meeting, and the student meetings) to the discussion of issues (e.g., the potential effects of social and economic changes on the future of the college system and approval of college requests relating to, for example, sites and programs).

Administrative and Student Affairs Committee

The Administrative and Student Affairs Committee reviewed nominations for vacancies on college boards of governors and recommended action to the full council on reappointments and new appointments.

In addition, a broad range of administrative and student issues were examined. The following are some of the more significant issues that were considered:

- the transfer of the James Bay Education Centre to Northern College and of the Kempenfeldt Bay civil service training facility to Georgian College;
- out-of-province and international activities of the colleges;
- policies relating to tuition fees, student withdrawal and refunds, and tuition-related incidental fees;
- a proposal by Seneca College for a new campus in Markham;
- a proposal from Collège de Hearst for co-operative polytechnic programming with Northern College;
- a proposal for the provision of full-time university education in Orillia in co-operation with Georgian College;
- a proposal concerning a Great Lakes Marine School and Technical Centre at Georgian College;
- criteria for the funding of 1982-83 capital projects;
- policy concerning student participation at board meetings.

As a matter of continuing policy, the Council of Regents maintains contact with the various student groups, in part, through the Administrative and Student Affairs Committee at its regular meetings with the colleges of applied arts and technology. While particular concerns vary from region to region, there is a consistent priority of issues that are brought to the attention of the committee. The topics of discussion with committee members included the following:

- tuition and incidental fees;
- tuition-fee refunds;
- fees for external agencies;
- availability, to students, of the board of governor's agenda and the minutes for student councils, unions, or governments;
- orientation for new student governments;
- provincial student services;
- graduate-placement reports;
- handicapped students;
- a summer-employment program for Native students;
- student accident insurance;
- admissions policies, standards, and selection procedures;
- the Ontario Federation of Students;
- career education;
- student rights, conduct, and appeal procedures;
- athletics and recreation (intramural and inter-college);
- health services in colleges;
- issues related to foreign students;
- faculty evaluation;
- transferability of credits;
- student activity fees;
- student financial-assistance programs;
- an extended academic year, 1982-83;
- Bill 7 (Human Rights in Ontario) and its implications for student services and admissions;
- college certificates and diplomas;
- personal-income-tax deductions;
- mature students (testing, interviews);
- students sponsored by Employment Canada (student activity fees).

Program Committee (Business, Applied Social and Health Sciences)

The Program Committee reviewed college proposals for new programs and program changes and acted on them by recommending approval, further development, or non-approval. New program approvals are listed elsewhere in this report.

In addition to action on individual proposals, the committee's activities included the following:

- consideration of a study on dental supply and demand which included a proposal that enrolment quotas in dental programs be reduced. The committee's recommendation was that action on the proposed reductions be deferred pending examination of 1981-82 graduate-placement data;
- the establishment of a provincial committee to advise the council on the education component of the law and program;
- the consideration of and recommendation of college proposals to implement the revised standards for nursing programs. Implementation was planned to be carried out in a staggered manner and is scheduled for completion in the 1982-83 fiscal year;
- a recommendation that a provincial committee for early childhood education programs be established;
- the approval of guidelines for the librarian programs offered by colleges;
- the approval of enrolment changes for programs that have provincial enrolment;
- the receipt of the annual report of the Ontario Nurses of Ontario on the assessment of nursing programs and of the self-assessment reports carried out by individual colleges;
- the approval of criteria for part-time (including) ambulance and emergency care programs;
- the consideration of the role of gerontology in college health and community service programs and recommendation that the Fiscal Co-ordinator of the Seniors Secretariat be invited to address the council on this subject;
- the recommendation that a comprehensive survey of general arts and science programs in the colleges be carried out;

approval of *Standards for Hospital Orally Program and Nursing Assistant Certification Program*;

recommendation that system-wide rationalization of titles, entry requirements, and duration of post-secondary and non-post-secondary word-processing programs be undertaken;

approval of a feasibility study to be carried out by one college on the introduction of nurse preceptors in the basic nursing program.

Program Committee (Technical)

The Program Committee reviewed college proposals for new programs and program changes and acted on them by recommending approval, further development, or non-approval. New-program approvals are listed elsewhere in this report.

In addition to acting on individual program proposals, the committee undertook the following actions:

Receipt of a presentation by the Provincial Consultative Committee on Heating, Refrigeration, and Air Conditioning;

Consideration of recommendations contained in the *Report to the 278th Meeting of the Council of the Association of Professional Engineers of the Province of Ontario* concerning the status of paraprofessionals;

Receipt of an update on the Board for Industrial Leadership (BILD) program, which included an outline of procedures for allocating funds for college activities. The committee emphasized the need for the co-ordination of programs mounted under BILD and recommended that funds not be allocated to colleges until the programs for which they are designated have been approved;

Consideration of a resolution submitted by the Committee of Presidents regarding the establishment of a provincial standards committee for technical programs.

Joint Program Committees

The two program committees jointly considered and acted on matters that affected the programming areas of both committees. The following recommendations, reports, and proposals were made to and accepted by the full council:

- A report summarizing college responses to a survey regarding activities and initiatives for the disabled, prepared at the request of the program committees, was received. The committees recommended that the report be distributed to college presidents and boards of governors along with a letter from the chairman encouraging continued response to the needs of the disabled.
- To encourage colleges to develop innovative program-delivery modes, while also ensuring that post-secondary program standards are maintained, the committee recommended a policy requiring that colleges receive the approval of the Council of Regents prior to delivering post-secondary programs in the non-semestered mode (i.e., delivery on a continuous basis from program start to finish).
- The committees recommended revisions to policies on the suspension or phasing-out of programs approved by the Council of Regents. The revised policies establish a co-ordinated process that provides for appropriate notification of concerned parties and recognizes the needs of enrolled students for the opportunity to complete their programs.
- The Co-ordinator of Francophone Affairs of the Ministry of Colleges and Universities reported to the committees on French-language programming in the colleges.
- A proposal from the Committee of Presidents for the rationalization of French-language and bilingual programs was received. Consideration of the proposal was deferred pending receipt of additional information from the Committee of Presidents.
- In March 1981 the program committees recommended, and the council adopted, a policy that, for the 1981-82 fiscal year, approved

fee-paying activity in programs deemed preparatory to vocational training (e.g., academic upgrading, language training, life-skills development). In March 1982 this approval was extended for another year.

Note: Such programs have traditionally been offered primarily for federally sponsored students. With the introduction of the new funding distribution mechanism (fiscal 1982), it became necessary for colleges to obtain council approval to enrol more than 20 per cent fee-paying students in such programs.

Staff Affairs Committee

The Staff Affairs Committee dealt with a wide variety of matters related to the terms and conditions of employment of administrative staff, support staff, and faculty. The following is a list of some of the more noteworthy issues:

- For the academic group, negotiations for the second-year salaries of the two-year agreement were concluded by an arbitrated award. An agreement for academic staff covering the period September 1, 1981, to August 31, 1982, was also concluded with the assistance of a mediator.
- An agreement for support staff for the 1981-82 year was reached, also with the aid of a mediator.
- In order to improve the labour-relations climate between the Council of Regents and the unionized staff, "Employer-Employee Relations Committees" for each group were initiated. The results have been encouraging.
- The Collective Bargaining Steering Committee, designed to facilitate input from colleges in the bargaining process, guided the bargaining teams through the bargaining process.
- An extensive study of the terms and conditions of employment for administrative staff was completed, and its recommendations were implemented. As well, a standing committee, reporting to the Staff Affairs Committee, was established to make recommendations on an ongoing basis.
- The 1981 policy line for administrative staff, as recommended by Hay Associates Canada Limited, was approved, and the effective date for 1982 was changed from July 1 to April 1.
- An extensive study of salary-administration practices was conducted. A task force to study the recommendations made by the consultant has been established; its report is due in 1982.
- An extensive study of executive compensation was initiated during 1981, with final recommendations to be made by June 1982.
- The committee structure dealing with the administration of various insured benefits was revamped to permit clearer participation by the Ontario Public Service Employees' Union (OPSEU).
- A new benefits manual outlining policies and practices was approved by the council and implemented by benefits administrators in colleges.
- A transfer agreement was reached with OPSEU, allowing for a smooth transfer of administrative staff to the support-staff bargaining unit.

Appointments to Boards of Governors

Council of Regents has the responsibility for appointing the majority of the twelve members of the board of governors for each of the colleges. The members are appointed by various municipalities within the area of each college.

Policies of the Council of Regents regarding college-board appointments are set forth before the policies are intended to ensure that the provisions of Regulation 169 (Ministry of Colleges and Universities Act) are applied equitably and consistently. The council may, on occasion, find it necessary to make exceptions to one or more of the policies in order to serve the best interests of a college.

The Council of Regents will not formally solicit nominations for positions on college boards of governors from sources other than the college boards, but if such nominations are received, they will be given equal consideration.

College boards will be given the opportunity to comment on nominees put forward by all other sources.

For the purpose of determining the number of years served by a governor, any portion of a year served shall count as a full year.

The normal term of appointment is four years. A new governor shall be appointed either for a four-year term or for the balance of a term not completed by the previous incumbent.

The maximum number of consecutive appointments to a board is two.

The council requests at least three nominations for each vacancy on a board of governors. A board may request the reappointment of a governor whose term is expiring as one of the three nominations.

A board of governors should be broadly representative of the community the college serves. Its membership should include individuals who are active in community affairs, interested in the activities of the college, able to represent the views of significant cultural or economic groups in the area, and prepared to devote time and talent to acting as a director of a multi-million-dollar corporation.

The council specifically seeks as board members men and women who:

- represent various parts of the college's geographic area;
- have served effectively on college advisory committees;
- are graduates of the college, have become established in the area, and can represent the students' point of view;
- are representative of significant population groups in the college's community; or
- represent local business, industry, labour, the professions, or community agencies.

The complete list of governors of the colleges of applied arts and technology, as of March 31, 1982, follows:

Algonquin College

Ms. C. Booker, Ottawa; Mr. D.J. Doyle, Kanata; Mr. G.P. Dunlop, Perth; Dr. J.O. Foohey, Pembroke; Mr. D. Handley, Ottawa; Mr. E. Millette, Pembroke; Mr. P.L. Morel, Ottawa; Prof. H.H.J. Nesbitt, Ottawa; Mrs. E. Scotton, Ottawa; Mrs. G. White, Kanata.

Municipal appointees: Mr. R. Beaulieu, Ste-Anne-De-Prescott; Mr. J. Cochran, Carleton Place; Mrs. C.J. Dobell, Ottawa; Mr. E. Raymond, Rockland; Mr. L. Reeves, Ottawa.

Cambrian College

Mr. R.E. Barbeau, Sudbury; Mr. G.E. Boyce, Sudbury; Mr. R.J. Brailey, Falconbridge; Mr. R.E. Laamanen, Sudbury; Dr. B.G. Lyncy, Sudbury; Mrs. G.P. Powles, Val Caron; Mr. G. Raymond, Sudbury; Mr. F.S. Sorochinsky, Copper Cliff; Ms. E.M. Turcott, Sudbury; Mrs. G.A. Yanchuk, Val Caron.

Municipal appointees: Mr. A. Fex, Lively; Mr. M.G. Lamoureux, Sudbury; Mr. J.A. Little, Little Current; Mr. D. McMullan, Espanola.

Canadore College

Mr. B.C. Barrington, Sturgeon Falls; Mrs. L. Duchesneau-McLachlan, North Bay; Mr. R. Gauthier, North Bay; Mr. P. Goulais, Sturgeon Falls; Mr. D.D. Letts, North Bay; Mr. R.J. Martyn, North Bay; Mr. R.L. Richard, North Bay; Mrs. J. Schryer, North Bay; Mr. R.J.T. Smith, North Bay.

Municipal appointees: Mr. P. Birnie, North Bay; Mr. J.F. Bourne, North Bay; Mr. Y. Goulard, Sturgeon Falls; Mrs. P. Rainville, Mattawa.

Centennial College

Mr. M. Connolly, Scarborough; Mr. J. Daly, Toronto; Mr. R.E. Hainsworth, Don Mills; Mr. B. Hardcastle, Scarborough; Mrs. M.H. McBrien, Scarborough; Mr. J.F. O'Donnell, Scarborough; Mr. D.S. Prowse, West Hill; Mr. F.J. Speer, Toronto; Mrs. B. Tomasik, Agincourt.

Municipal appointees: Mr. B. Fleury, Scarborough; Dr. F.W. Hart, Toronto; Alderman P.E. Oyler, Toronto; Mr. J.H. Porter, Scarborough; Mr. R.S. Taylor, Scarborough.

Conestoga College

Miss V. Aboud, Guelph; Mr. R. Ackerman, Guelph; Mrs. R. Baker, Stratford; Mr. A.W. Dean, Cambridge; Mr. A.P. Dilks, Stratford; Mr. F. Grespan, Kitchener; Mrs. V. Kerr, Kitchener.

Municipal appointees: Mr. R. Freeborn, Kitchener; Mr. L. Mackenzie, Erin; Mrs. M. McMane, Milverton; Mr. D.F. Wheeler, Goderich; Mrs. D. Worden, St. Pauls Station.

Confederation College

Mr. G.A. Bannon, Thunder Bay; Mr. C.R. Bowles, Thunder Bay; Mr. H.J. Brooks, Thunder Bay; Mr. W.E. Bryan, Thunder Bay; Mrs. N. Erickson, Thunder Bay; Ms. D. Gustafson, Fort Frances; Mr. A.G. Jones, Thunder Bay; Dr. R.N. MacKenzie, Thunder Bay; Mr. R.M. McMuldroch, Thunder Bay; Ms. M.A. Twomey, Schreiber.

Municipal appointees: Mr. C.M. Hayes, Kenora; Mr. R.B. McCormack, Thunder Bay; Mr. H.S. McMaster, Thunder Bay; Mr. J. Masters, Thunder Bay.

Durham College

Mr. J. Achmatowicz, Ashburn; Mrs. K. Gusell, Oshawa; Mr. W.R. Kittle, Oshawa; Mr. J.C. Larmond, Oshawa; Mrs. R. Milne, Oshawa; Mr. B. Perry, Oshawa; Mr. N. Schilling, Whitby; Dr. K.W. Slemon, Bowmanville; Mr. R.W. Walters, Bowmanville; Mr. B.R. Waters, Oshawa; Dr. P. Zakarow, Oshawa.

Municipal appointees: Mr. H.C. Crowell, Port Perry; Alderman J. McLaughlin, Oshawa; Mr. E.F. Marston, Port Hope; Mr. S.B. Rutherford, Orono; Mr. M. Wade, Durham.

Fanshawe College

Mr. E.G. Bainbridge, London; Mr. B. Calder, Woodstock; Mr. B.P. Forewell, London; Mr. Jenkins, London; Ms. G.E. Lamb, London; Mr. M.J. McFall, London; Mr. R.J. Murray, London; T.K. Siess, London; Dr. O.H. Warwick, London.

Municipal appointees: Mr. K.M. Jones, Simcoe; Mrs. P. Olien, London; Mr. D. Puddicombe, Woodstock; Mr. B. Thacker, St. Thomas.

George Brown College

Mr. B. Bone, Don Mills; Mr. R.B. Bradley, Wexford; Mr. J.M. Farley, Oakville; Miss G.M. Farley, Toronto; Mr. M. Gerstein, Toronto; Dr. Q. Grant, Toronto; Mrs. S.A. Srigley, Toronto; Mr. Wm. A. Villano, Toronto.

Municipal appointees: Mrs. E. McLean, Toronto; Ms. J. Opperman, Toronto; Alderman J.J. Pinnini, Toronto; Mr. R. Spencer, Toronto.

Georgian College

Mr. W.H. Green, Parry Sound; Mr. J.D. Leitich, Midland; Mr. P.H.A. Little, Owen Sound; Mr. I. Lynch, Barrie; Mr. R.G. Mitchell, Barrie; Mr. F. Parrott, Kimberley; Mrs. B. Thompson, Bracebridge; Mr. J.A. Wilson, Orillia; Mr. R.A. Yates, Owen Sound.

Municipal appointees: Mr. J. Fennell, Bradford; Mr. A. Field, Durham; Mrs. B. Limpert, Wario; Mr. I.L. Thomson, Orangeville; Mr. W.J. Wale, Everett.

Humber College

Mr. P.W. Broadhurst, Rexdale; Mr. F.R. Crowe, Brampton; Mr. J. Fenton, Islington; Mr. H. Forster, Islington; Mrs. I. Glover, Toronto; Mr. A.R. Goetz, Etobicoke; Mr. E.S. Jarvis, Islington; Ms. M. Pichia, Downsview; Mr. R.D. Schwass, Toronto; L.E. Venchiarutti, Toronto.

Municipal appointees: Mr. D. Deaves, Etobicoke; Mrs. K. Goodbrand, Toronto; Mr. F.J. Lambert, Toronto; Mrs. M. Porter, Etobicoke; Mr. A. Torrance, Toronto.

n College

Blake, Sarnia; Mr. R.R. Emery, Forest; Mr. Bin, Forest; Mr. K.R. Glassco, Corunna; Harris, Sarnia; Mr. C.C. McGregor, Sarnia; Mr. H. Milsom, Sarnia; Mr. W.D. Reid, Sarnia; Mr. D.T. Southcott, Grand Bend; Mrs. C.S. Sarnia.

Municipal appointees: Mr. R. Boyd, Petrolia; Mr. Sarnia; Mr. A. Korpan, Sarnia; Alderowalshyn, Sarnia; Mr. T. Sharp, Florderman N.L. Shipley, Sarnia.

College

Burrows, Belleville; Mr. D.M. Campbell, Mr. R.G. Chubb, Trenton; Mr. F. Clapp, Mr. C.V. Johnson, Campbellford; Mr. Cheson, Madoc; Dr. J.S. Loynes, Belleville; I.E. Reilly, Belleville; Ms. D.S. Spencer, Mr. W.J. Wood, Madoc.
Municipal appointees: Mr. A. Anderson, Bloomington; J. Inrig, Picton; Mr. G. Jenkins, Bancroft; Wartman, Napanee; Mr. R.W. Weaver,

College

Bournes, Hamilton; Mr. L.A.S. Crews, Mr. P. Dawson, Hamilton; Mr. S. Hamilton; Mr. A.J. Harris, Hamilton; Mr. agard, Hamilton; Mr. J.A. Miller, Brantford; Nelles, Caledonia; Mrs. M. Spears, Bur.
Municipal appointees: Mr. H. Hund, Hamilton; Mr. Sarrow, Brantford; Councillor A. Sloat, An- Mr. F.F. Wiley, Brantford.

College

Babin, Port Colborne; Mr. A.N. Elliott, St. es; Mrs. M.R. Ferguson, Welland; Mr. ser, St. Catharines; Mr. A. Ironside, Niagara; Mr. J.B. McLaughlin, St. Catharines; Mr. mpson, Niagara Falls; Mrs. B.A. Troup, Station.
Municipal appointees: Mr. J.R. Letourneau, Welland; W. Stanyer, Niagara Falls; Mr. R.A. Wil- rt Colborne.

Northern College

Mr. A.S. Aidelbaum, Kirkland Lake; Mrs. C. Battocchio, Schumacher; Mrs. N.N. Caldbick, Timmins; Mr. R.T. Chilton, Moose Factory; Mr. L.T. Gauthier, Cochrane; Mr. M.D. Giles, Elk Lake; Mr. D. Grandbois, Timmins; Mrs. J. Guertin, Kapuskasing; Dr. G.W. Gurgman, Kirkland Lake; Mr. N. Juzmich, Iroquois Falls; Mr. L. Laforest, Timmins; Mr. P.D. McManus, Timmins; Mr. A.D. Mortson, Kirkland Lake; Mr. M.W.M. Stevens, Timmins; Mr. J.G. Willars, New Liskeard.

St. Clair College

Mr. C.W. Case, Chatham; Dr. O.L. Crocker, Windsor; Mr. R.C. Gates, Windsor; Mrs. E. Gray, Windsor; Mr. L. Haggith, Windsor; Ms. L.G. Peckitt, Chatham; Dr. M.L. Petras, Windsor; Mr. P. Plunkett, Windsor; Mrs. J. Steeves, Essex; Dr. H.C. White, Kent Bridge.
Municipal appointees: Mr. F. Cada, Windsor; Mr. M. Campbell, Chatham; Mr. J. Quinn, Windsor; Mr. M.G. Solcz, St. Clair Beach.

St. Lawrence College

Mr. J.A.C. Auld, Brockville; Mr. A.J. Cohoe, Kingston; Mr. S. Collins, Odessa; Mrs. J. Fraser, Alexandria; Mr. R.K. Jones, Kingston; Mr. F. Quaife, Kingston; Mrs. J.M. Sheridan, Prescott; Mr. B.J. Shields, Cornwall; Mrs. J. Smith, Brockville.
Municipal appointees: Mrs. J. Lafrance-Cardinal, Cornwall; Mrs. C. Lavigne, Cornwall; Mr. E. LeBlanc, Cornwall; Mr. R. Leger, Cornwall; Mr. J.A. Stretton, Kingston; Mr. J.T. Wells, Maitland.

Sault College

Mr. D.E. Bowman, Sault Ste. Marie; Mrs. M. Dobie, Sault Ste. Marie; Mr. A. Gold, Sault Ste. Marie; Mrs. N. Jondreau, Sault Ste. Marie; Mr. W. Locke, Sault Ste. Marie; Mr. H. Oliphant, Sault Ste. Marie; Mr. F. Prouse, Sault Ste. Marie; Mr. D. Walimiki, Sault Ste. Marie; Mr. L.C. Woodcock, Sault Ste. Marie.
Municipal appointees: Mrs. C. Dimock, Elliot Lake; Mr. L. Henderson, Wawa; Mrs. P. MacDonald, Sault Ste. Marie; Mr. P. Salituri, Sault Ste. Marie; Mr. F. Teague, Elliot Lake.

Seneca College

Mr. T. Broadhurst, Richmond Hill; Mr. J.M. Clemens, Don Mills; Dr. A.E. Courtney, Toronto; Mr. J.E. O'Brien, Islington; Mr. A.N. Plummer, Richmond Hill; Mr. L.A. Rice, Brampton; Mr. L. Stanford, Toronto; Mr. P. Suddick, Willowdale; Mrs. J. Tobe, Thornhill; Mrs. D.M. Wicks, Pickering.
Municipal appointees: Alderman B. Burton, North York; Ms. Marie Labatte, Don Mills; Mr. M.J. McDonald, Sutton West; Mayor G.D. Timpson, Aurora.

Sheridan College

Mrs. F. Baines, Georgetown; Mr. H.J.A. Brown, Mississauga; Mr. W. Cook, Hornby; Mr. G.B.P. Farrow, Toronto; Mr. J.W. Hawkins, Burlington; Mrs. J.E. Johnston, Oakville; Mr. F.E. Leitch, Clarkson; Mr. J.D. Ostler, Brampton; Mrs. B. Skinner, Mississauga.
Municipal appointees: Mr. J.C. Aziz, Mississauga; Mrs. M. Marland, Mississauga; Mr. F. Oliver, Oakville; Mrs. M.M. Powys, Milton; Mr. K.G. Whillans, Brampton.

Sir Sandford Fleming College

Mr. P.D. Brown, Peterborough; Mr. W.T.L. Coburn, Minden; Mr. A.O.C. Cole, Peterborough; Mrs. M. Fawcett, Lindsay; Mrs. C. Finn, Haliburton; Mr. L. Groombridge, Peterborough; Mr. J.A. Heenan, Cobourg; Mr. J.D. Hodgson, Haliburton; Mrs. M.C. Porter, Woodville; Prof. S.T. Robson, Peterborough; Mr. W.J. Shields, Coboconk; Mrs. S.L. Stevenson, Peterborough; Mr. W.F. Whetung, Lakefield.
Municipal appointees: Mr. L.P. Mahon, Peterborough; Mr. H. Simpson, Lindsay.

During the year the following educational-program approvals were given to the colleges concerning Program approval does not imply any financial or other commitment on the part of the ministry. It merely allows the college to mount the program if operating and capital funds are available and the proper physical facilities are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals that are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is concerned that every program lead to good employment possibilities for its graduates, be keeping with employment needs, and be supported by adequate field work and clinical resources. For that reason a number of programs have enrolment limitations placed on them. The council has also approved the cancellation of a number of programs.

In making decisions on program approvals the Council of Regents is aided by the provincial consultative committees listed in Appendix A. The assistance of these groups is sincerely appreciated.

Algonquin College

Health Care Aide/Programme aide en soins de santé

All Campuses

Full-time and part-time

approved 81/10

Registered Nurse—Operating Room

Programme de perfectionnement en salle d'opération pour infirmiers(ières)

diplômés(ées)

Byron Campus

340 hours, full-time or part-time

approved 81/10

Nursing Assistant Completion Program for Hospital Orderlies/Infirmiers(ières) auxiliaires—Programme de parachèvement à l'intention des auxiliaires hospitaliers

450 hours, full-time or part-time

approved 81/10

Electronics Engineering Technician—Digital Woodroffe Campus

4 semesters

approved 81/10

Computer Systems Technician

Woodroffe Campus

4 semesters

approved 81/10

en loisirs, By Campus esters	approved 82/03/19	Business Administration/Administration des affaires (Bil) Gormanville Road 6 semesters	approved 81/05/22
en loisirs—Installations By Campus esters	approved 82/03/19	Broadcasting—Radio Main Campus 4 semesters	approved 82/03/19
Processing Campus esters	approved 82/03/19	Broadcasting—Television Main Campus 4 semesters	approved 82/03/19
ent de textes Campus esters	approved 82/03/19		
dentaire Campus esters	approved 82/03/19	Centennial College Registered Nurse—Critical Care Nursing Warden Woods Campus 516 hours: 1 semester, full-time; 2 semesters, part-time	approved 82/03/19
ian College Retardation Counsellor/Techniques de ation pour les déficients mentaux (Bil) owne Campus esters	approved 81/04/24	Conestoga College R.N. Refresher Guelph, Doon, and Stratford campuses 250 hours	approved 82/03/19
entation (Industrial) Engineering Techni- technicien en d'instrumentation (industrielle)	approved 81/05/22	Confederation College Teachers of Adults Thunder Bay Campus 900 hours, part-time	approved 81/05/22
owne Campus esters	approved 81/04/24	Community Gerontology Thunder Bay Campus 2 years (4 semesters), full-time and part-time	approved 81/06/19
lore College Assistant Campus esters	approved 81/04/24	R.N. Refresher Thunder Bay Campus 250 hours	approved 82/03/19
ss—Office Administration Campus esters	approved 81/04/24	Durham College Secretarial—Word Processing Oshawa Campus 2 semesters	approved 81/04/24
t Assistant/Soins dentaires (Bil) Campus esters	approved 81/05/22	Secretarial Arts—Word Processing Oshawa Campus 4 semesters	approved 81/04/24

Electronics Engineering Technician—Office
Equipment
Oshawa Campus
4 semesters

approved 81/05/22

Mechanical Engineering Technology (Computer-
Aided Design and Manufacturing)
Oshawa Campus
6 semesters

approved 81/09/18

Mechanical Engineering Technology (Production)
Oshawa Campus
6 semesters

approved 81/09/18

Electronics Engineering Technology (Industrial)
Oshawa Campus
6 semesters

approved 81/09/18

George Brown College

Chiropody
Nightingale Campus
2 years (6 semesters)

approved 81/04/24

Junior Programmer
St. James Campus
52 weeks (3 semesters)

approved 81/05/22

Civil Engineering Technology
Casa Loma Campus
6 semesters

approved 81/05/22

Activation Co-ordinator
Nightingale Campus
4 semesters, full-time; 3 years, part-time

approved 81/06/19

Registered Nurse—Critical Care Nursing
Nightingale Campus
515 hours; 19 weeks, full-time

approved 81/10/23

Mechanical Engineering Technology—Tool Design
and Machine Design
Casa Loma Campus
6 semesters

approved 82/01/22

Word Processing—Legal
St. James Campus
4 semesters

approved 82/03/19

Business Administration—Marketing
St. James Campus
6 semesters

approved 81/

Business Administration—Data Processing
St. James Campus
6 semesters

approved 81/

Business Administration—Accounting
St. James Campus
6 semesters

approved 81/

Georgian College

Registered Nurse—Refresher
Barrie, Orillia, and Owen Sound campuses
280 hours, part-time

approved 81/

Computer Applications
Barrie Campus
2 semesters

approved 81/

Programming and Operations
Barrie Campus
4 semesters

approved 81/

Junior Systems Analyst
Barrie Campus
6 semesters

approved 81/

Humber College

Computer Information Systems
North Campus
6 semesters

approved 81/

Computer Information Systems
North Campus
4 semesters

approved 81/

Life-Threatening Illness, Dying, and
Bereavement—Multidiscipline (post-basic)
North Campus
1 year (3 semesters), part-time (216 hours)

approved 81/

Gerontology—Multidiscipline (post-basic)
North Campus

298 hours: 4 semesters, part-time

approved 82/0

on College

Computer Programming Analyst

Porcupine Campus

4 semesters

approved 81/05/22

Special Hygiene Technology

Kirkland Lake Campus

4 semesters

approved 82/03/19

st College

Journalism—Broadcast

Porcupine Campus

4 semesters

approved 81/05/22

Automotive Mechanical Assembler

Porcupine Campus

4 weeks

approved 82/01/22

Electronic Equipment Assembler

Porcupine Campus

4 weeks

approved 82/01/22

Text Page Creator

Porcupine Campus

4 weeks

approved 82/01/22

rk College

Registered Nurse—Critical Care Nursing

Brockville Campus

48 hours, part-time

approved 81/05/22

Quality Testing Technician

Brockville Campus

4 semesters

approved 82/01/22

ra College

Paralegal Studies

Brockville Campus

4 semesters

approved 82/03/19

ern College

Intellectual Retardation Counsellor/Techniques de

intervention pour les déficients mentaux (Bil)

Porcupine Campus

4 semesters

approved 81/04/24

Native Recreation Worker

Porcupine Campus

2 semesters

approved 81/05/22

Welding Engineering Technician (Inspection)

Kirkland Lake Campus

4 semesters

approved 81/05/22

Early Childhood Education/Éducation des petits (Bil)

Porcupine Campus

4 semesters

approved 81/06/19

Child Care Worker/Enfance exceptionnelle (Bil)

Porcupine Campus

4 semesters

approved 81/06/19

St. Clair College

R.N.—Introduction to Nursing Management

Windsor and Thames campuses

183 hours, part-time

approved 81/03/22

Gerontology—Multidiscipline (post-basic)

Windsor and Thames campuses

385 hours, part-time

approved 81/05/22

St. Lawrence College

Junior Programmer

Brockville Campus

48 weeks

approved 81/04/24

Business—Data Processing

Brockville Campus

4 semesters

approved 81/04/24

Nursing

Brockville Campus

Up to 5 years, part-time

approved 81/05/22

Registered Nurse—Refresher

Brockville, Cornwall, and Kingston campuses

165 hours, 15 weeks, part-time

approved 81/05/22

Gerontological Nursing (post-basic)

Brockville, Cornwall, and Kingston campuses

345 hours, part-time

approved 81/05/22

Electronics Engineering Technician
 Kingston and Cornwall campuses
 4 semesters
 approved 81/06/19
 Coaching—Figure Skating
 Brockville Campus
 4 semesters
 approved 81/06/19
 Registered Nurse—Intensive Care
 Kingston Campus
 21 weeks, part-time
 approved 81/06/19
 Science Technician—Laboratory
 Kingston Campus
 4 semesters
 approved 81/09/18
 Rehabilitation Worker
 Brockville Campus
 765 hours, part-time
 approved 81/09/18
 Stationary Engineering—2nd Class
 Cornwall Campus
 3 years, part-time
 approved 82/01/22

Sault College
 Infant/Toddler Care and Education
 Northern Avenue Campus
 20 weeks (post-basic)
 approved 81/04/24
 Mechanical Engineering Technician—Mine
 Ventilation
 East Algoma Campus
 4 semesters
 approved 81/05/22
 Computer Engineering Technology
 Northern Avenue Campus
 6 semesters
 approved 81/12/11
 Pulp and Paper Engineering
 Northern Avenue Campus
 6 semesters
 approved 82/01/22
 Registered Nurse—Refresher Program
 East Algoma Campus
 1 semester, part-time; 175 hours, full-time
 approved 82/02/19

Seneca College
 International Business Management
 Finch Campus
 2 semesters
 approved 81/06/19
 Computer Programming Analyst—E.D.P. Au
 Finch Campus
 6 semesters
 approved 81/06/19
 Production Engineering Technology (post-di
 Finch Campus
 5 courses over 2 years (part-time)
 approved 81/06/19
 Concentrated Junior Programming
 Finch Campus
 1 semester
 approved 81/06/19
 Registered Nurse—Critical Care Nursing
 Leslie Campus
 516 hours: 1 semester, full-time; 2 semesters
 part-time
 approved 81/06/19

Sheridan College
 Computer Graphics
 Oakville Campus
 2 semesters
 approved 81/06/19
 Motor Carrier Administration
 Oakville Campus
 4 semesters
 approved 81/06/19
 Hospital Orderly
 Credit Valley Campus
 20 weeks, full-time
 approved 81/06/19
 Nursing Assistant
 Credit Valley Campus
 35 weeks
 approved 82/01/22
 Major Appliance Service Technician
 Brampton Campus
 2 semesters
 approved 81/06/19

Provincial Funding of College Activities and Summary Statistics on Enrolments and Financing

Stanford Fleming College

Control Technician Campus Instructors	approved 81/04/24
National Merchandising Key Campus Instructors	approved 81/05/22
Conservation Techniques Key Campus Instructors (1-year internship)	approved 81/05/22
Logical Technician—Minerals Campus Instructors	approved 81/11/20
Logical Technician—Minerals Campus Instructors	approved 81/11/20
Police and Emergency Care Onnel Campus Months, part-time	approved 82/03/19
Electrical Engineering Technology Campus Instructors	approved 82/03/19

The 1981-82 allocation of provincial operating grants was the first distribution of provincial operating support that utilized, with minor modification, the distribution methodology recommended by the Task Force on the Implementation of the Funding Mechanism—Colleges of Applied Arts and Technology. This methodology, endorsed by the Council of Regents,* was used again in allocating the 1982-83 provincial operating grants among the twenty-two colleges.

A global provincial operating grant is initially determined for the entire college system. After approximately 5 per cent of this grant is set aside for "additions"—items such as rentals and termination gratuities that are not normally activity-related—the remainder of the funds is allocated on the basis of college activity. Described simply, the allocation is made as follows:

- An activity base is determined for each college. This base reflects all full-time provincially supported activities and the full or partial funding of provincially supported part-time activities. There is an adjustment for funding purposes for certain provincially supported full-time activities to reflect their higher-than-average costs (e.g., nursing).
- The college activity base is further adjusted to reflect both the size and geographic locale of the college.
- The remaining operating grant (95 per cent) is allocated in proportion to this adjusted activity base.

The council continues to review and provide input concerning the provincial grant allocation to the college system and the manner in which this grant is distributed among the twenty-two colleges.

Comparative statistics in enrolments and finances are presented in the following two tables.

* The chairman of the Council of Regents was chairman of the Task Force on the Implementation of the Funding Mechanism. Additionally, council members served on the task force.

Enrolment Statistics

	1980-81	1981-82
a) Full-time, post-secondary enrolment ¹	76 585	81 599
b) Part-time, post-secondary course ²		
registrations	71 423	72 310
Part-time, non-post-secondary course		
registrations	166 068	157 579
c) Manpower training ³		
Adult Training: full-time (including fee		
payers)	20 365	20 806
Part-time	2 510	2 673
Apprentices: full-time	3 567	3 567
TIBI	n/a	
OMDP ⁴	15 372	13 189
Active apprentice contracts	36 344	
d) Foreign students (student and other		
visas) ⁵	1 570	n/a
		1 563

1. Represents total enrolment as of November 1 Mid-Term Enrolment Survey.
2. Represents cumulative course registrations (July 1–October 31) and not a head count.
Source: OCIS CAB 3.
3. These programs run on a continuous-intake basis. These figures represent the number of persons active in programs at CAATs at the end of each fiscal year (except for those enrolled in the Ontario Management Development Program).
4. Represents cumulative registrations during the fiscal year (April–March).
5. *Source:* OCIS Student System Report S545.

nces

	1979-80	1980-81	1981-82
i) Operating support to CAATs			
— regular grant ¹	283 698 000	305 326 000	349 411 426
— special new-entrants grant	4 767 000 ²	8 779 000 ²	—
— totals	288 465 000	314 105 000	349 411 426
i) Adult and apprentice training grants to CAATs ³	95 545 000 ⁴	108 217 000 ⁴	111 552 799
i) Number of training days purchased from CAATs			
— adult training	4 026 000	4 213 000	3 849 000
— apprenticeship	760 000	818 000	842 000
— totals	4 786 000	5 031 000	4 691 000
CAATs' operating revenue—fees ⁵	49 424 000	58 840 000 ⁶	67 523 000

Excludes grants for training in business and industry, debenture payments, and grants in lieu of municipal taxation.

Amount adjusted to reflect entitlements (1979-80 = number of full-time equivalent students (FTEs) × \$1200.00; 1980-81 = FTEs × \$2210.00).

Includes rental and miscellaneous grants and Canada Manpower Industrial Training Program administration, but excludes grants to other institutions.

Amount increased (decreased) to transfer \$868 000 of 1980-81 payments (\$355 000.00 for adult training and \$513 000.00 for apprenticeship) made in respect to 1979-80 unfunded entitlements.

Excludes "special programs".

Actual—supersedes previous estimate.

nces

- i) Operating support: Public Accounts and Financial Services Branch.
- i) Adult and apprentice training grants: Public Accounts and Financial Services Branch.
- i) Number of training days: adult training—Financial Services Branch; Apprenticeship—Operations Branch.
- CAATs' operating revenue—fees: Ontario College Information System.

The Multi-Year Plans

The multi-year planning process is the principal means of formal communication between the boards of governors and the Council of Regents. The annual multi-year plan is a useful tool for the college, the council, the ministry, and the public for documenting policy issues, planned initiatives, and accountability.

On-site visits were made by the council to eleven colleges to discuss the multi-year plans with the boards of governors. These included the following colleges: Algonquin, Cambrian, Centennial, Confederation, Durham, George Brown, Mohawk, Niagara, Sault, Sheridan, and Sir Sandford Fleming.

In reviewing the plans with the boards of governors, council members raised issues concerning college-growth strategies, program evaluation, attrition, internal communications, professional development, staff relations, planning and budgeting, health and safety, affirmative action, and Franco-phone and Native issues.

Concerns raised by the boards of governors included capital-funding levels, overall operating-grant levels, perceived funding-mechanism inequities, the growth issue, federal seat-purchase cutbacks, uncertainties that limit planning effectiveness, and the burden of reporting requirements.

Following the completion of the eleven on-site visits, the council sent a written response to these issues as well as to additional issues raised by the other eleven colleges in their plans.

Policy Regarding Education in the French Language in CAATs

There are two approaches to the education of French-speaking students in the colleges of applied arts and technology. In one of them, French-speaking students are provided with educational programs in the French language. In the other, some courses and/or educational programs are provided in both official languages. The policy of the Council of Regents encompasses both approaches.

The council maintains the position that the primary objectives of the colleges are to:

- prepare young people to enter the world of work; and
- assist adults in improving themselves or in preparing themselves for different or better jobs.

With this in mind, the council has adopted the following resolutions:

- That any college in an area where a reasonable percentage of the population is French-speaking offer some courses and/or programs in the French language, subject to sufficient enrolment under current program regulations in order to serve graduates from French-language instructional units as well as French-speaking adult students in continuing education. A milieu where French-speaking students feel at home is essential. It is understood that where French-speaking students need to improve their English-language skills, appropriate facilities for that purpose are or will be made available.
- That the bilingual or French-language learning resources developed at a college be shared with other colleges that are also developing bilingual programs in order to minimize the cost of such programs across the province.

ommendations to the Minister

er	Date	Title of Resolution	Minister's Response
	81-05-11	Recommendations Regarding Program Advisory Committees	Supported
	81-05-11	Provincial Consultative Committee on Law and Security Administration	Supported
	81-06-02	Salary Policy Line Recommendations for College Administrative Staff, Effective July 1, 1981	Supported
	81-06-02	Conflict of Interest Policy	Deferred
	81-07-03	Confederation College Electrical Engineering Technology Power/Computer — 6 semesters	Accepted
	81-07-03	Administrative Staff Terms and Conditions of Employment	Accepted
	81-07-03	Tuition and Incidental Fees	First part not supported; second part pending
	81-07-03	Collection of Fees for External Agencies	Accepted
	81-11-25	Ad Hoc Adjustment to Pensions	Accepted
	81-10-29	Administrative Staff Terms and Conditions of Employment	Accepted
	82-01-13	James Bay Education Centre	Approved
	82-01-11	Administrative Staff Salary Policy Line to Be Developed and Recommended by Hay Associates Canada Limited	Approved
	82-01-11	Salary Policy Line Date to Be April 1, 1982, and January 1, 1983, and each January 1 Thereafter	Approved
	82-01-29	Ad Hoc Adjustment to Pensions	Approved
	82-02-26	Task Force on College Growth	Pending

Past Members of the Council of Regents

Charter Members (January 1966)

Dr. H.H. Kerr, Toronto (Chairman)
Dr. O.E. Ault, Ottawa
Mr. J.E.J. Fahlgren, Red Lake
Mr. R.A. Hay, Toronto
Mr. W. Ladyman, Toronto
Dr. M.E. Lucyk, Toronto
Miss M. Macauley, Toronto
Dr. J.B. McClinton, Timmins
Mr. W.F. McMullen, Peterborough
Dr. Gerald Maher, Don Mills
Mr. J.F. O'Neill, Sault Ste. Marie
Professor D.M. Smyth, Toronto
Dr. R.J. Uffen, Ottawa
Mr. R.L. Whittington, Chatham

Other Past Members

Mr. D. Brousseau, Kapuskasing (January 1967)
Mr. D.O. Davis, Ancaster (April 1967)
Mrs. C. Armstrong, Streetsville (February 1970)
Mr. J.D. MacFarlane, Toronto (February 1970)
Rev. Dr. R. Stackhouse, Toronto (February 1970)
Mr. W.A.K. Jenkins, London (April 1970)
Mr. G.R. Wooll, St. Catharines (February 1970)
Dr. D.T. Wright, Toronto (October 1970)
Mr. D.D. McGeachy, London (November 1972)
Ms. B. Heatly, Toronto (January 1973)
Miss J.C. MacDonald, Toronto (January 1973)
Mr. F.L. Corcoran, Ottawa (February 1973)
Mr. B. Parent, Ottawa (February 1973)
Dr. R. Gerstein, Toronto (March 1973)
His Honour W.R. Dupont, Cochrane (January 1,
1975)
Mr. L.M. Johnston, Belleville (January 1975)
Mr. H. Nokes, Peterborough (January 1975)
Miss A. Zonneveld, Cambridge (April 1977)
Mr. J. Welsh, Sarnia (January 1980)

Appendix A: Provincial Consultative Committees for College Programs

list includes provincial consultative committees, ad hoc steering committees, and task groups reporting directly or indirectly to the Council of Presidents. In addition to these committees, the Council is aided in making decisions about educational programs in the colleges by the following groups, which are not responsible to the Council:

The National Advisory Council on Marine Training, Central Region; and
The National Advisory Committee to the Department of Transport on Training and Licensing of Aircraft Maintenance Personnel.

Contribution of these bodies to the planning of college programs is gratefully acknowledged.

Provincial Consultative Committee for Architectural Technology Programs

J.M. Stafford, Ontario Association of Architects, Toronto (Chairman)
J.T. Atkins, Ontario Association of Architects, Toronto
J.L. Brooks, H.M. Brooks (Oshawa) Ltd., Carmichael, Agincourt
J. Crook, Ontario Association of Architectural Technologists of Ontario, Toronto
J. Filipovic, Confederation College, Thunder Bay
J. Keighley, Algonquin College, Ottawa
J. Kuppe, Building Commissioner for the City of Hamilton
J. Mendiratta, Mohawk College, Hamilton
J. Metcalfe, Humber College, Rexdale
J.N. Pretty, Beaver, Cook & Leitch Ontario Limited, Toronto
J. Waite, George Brown College, Toronto
J. Warren, Parkin Partnership, Toronto
J. Demeris, Ministry of Colleges and Universities (Secretary)

Provincial Advisory Committee on Polytechnic Programs

J.R. Borowska, Ministry of Colleges and Universities (Chairman)
J. Atkins, George Brown College, Toronto
J.N. Clark, Ontario Hospital Association, Toronto
J.A. Lane, St. Joseph's Hospital, Hamilton
J. Lawee, Toronto General Hospital

Mr. D.E. Light, George Brown College, Toronto
Mrs. W. Plachta, Toronto General Hospital
Dr. G. Reid, Ministry of Health, Toronto
Dr. D.M. Schatz, Toronto Institute of Medical Technology

Provincial Consultative Committee—Heating, Refrigeration, and Air Conditioning

Mr. A.B. Cameron, Carrier Air Conditioning (Canada) Ltd., Bramalea (Chairman)
Mr. B. Barnett, London Metal Services Limited
Mr. W.N. Drake, Ministry of Consumer and Commercial Relations
Mr. J. Gallagher, E.S. Gallagher Sales Ltd., Toronto
Mr. D. Geddes, Heating, Refrigeration, and Air Conditioning Institute, Islington
Mr. J.R. Hartman, Ontario Refrigeration and Air Conditioning Contractors Association, Sudbury
Mr. J.W. Ingram, Ontario Petroleum Association, Downsview
Mr. R. Johnson, I.C.G. Energy Products, North York
Mr. W.F. Marshall, Marshall Refrigeration Co. Ltd., Leaside
Mr. F. Murphy, L. Villeneuve Limited, Toronto
Mr. B. Nizich, Canada Employment and Immigration Commission, Toronto
Mr. N. Plummer, Refrigeration Workers of Ontario, Local Union 787, Downsview
Mr. G. Takata, Niagara College, Welland

Ad Hoc Provincial Consultative Committee on Dental Auxiliary Programs

Mrs. A.J. Quaniatini, Cambrian College, Sudbury (Chairman)
Ms. M. Deichert, Ontario Dental Nurses and Assistants Association
Ms. J. Eby, Fanshawe College, London
Mr. J.C. Gillies, Ontario Dental Association
Mr. F. Habermehl, Niagara College, Welland
Dr. B. Hord, University of Toronto
Mrs. D. Lang, Ontario Dental Hygienists' Association
Dr. D. McFarlane, College of Dental Surgeons
Miss C.K. Ono, Seneca College, Toronto
Dr. K. Ryan, Ministry of Health
Mr. H. Demeris, Ministry of Colleges and Universities

Hospitality Consultative Committee

- Mr. R. Spencer, Ordway Ltd., Toronto (Chairman)
Mr. B. Bree, Fanshawe College, London
Mr. H. Broschek, Bayview Golf and Country Club, Thornhill
Mr. C. Cline, Commonwealth Holiday Inns of Canada Ltd., Rexdale
Mr. D. Cook, Park Motor Inn, Niagara Falls
Mr. B. Cooper, George Brown College, Toronto
Mr. N. Cornthwaite, Canadore College, North Bay
Mr. K. Deeg, Ye Olde Steak House, Windsor
Mr. E. Escaf, Friar's Cellar NEST, London
Mr. L. Jacklin, Beacon Motor Hotel, Jordan Station
Mr. E. Kates, Toronto
Mr. G. Kibedi, Ontario Hostelry Institute, Toronto
Mr. R. Lenz, Airline Hotel, Thunder Bay
Mr. E. Lindmeier, North Shore Lodge, South Eagle River
Mr. N. McGregor, Niagara College, Welland
Miss S. Mathieson, Bernard and Associates, Toronto
Mr. J. Miles, Ontario Hostelry Institute, Toronto
Mr. L.A. Mitchell, Ministry of Colleges and Universities
Mr. A. Piggot, Ottawa Restaurant Association, Ottawa
Mr. J. Schmeid, Canada's Wonderland, Maple

Provincial Consultative Committee for Law and Security Administration Programs

- Assistant Commissioner C.A. Naismith, Ontario Provincial Police (Chairman)
Chief Constable H.V. Basse, Ontario Association of Chiefs of Police
Mr. L.W. Godfree, Ontario Police College
Mr. T. Johnston, Ontario Police Association
Mr. T. Keightley, Ontario Police Commission
Mr. C. MacFarlane, Ontario Colleges of Applied Arts and Technology
Dr. C. MacLeod, Municipal Police Governing Authorities
Ms. N. O'Connor, Ministry of the Solicitor General
Mr. R. Warman, Georgian College, Barrie
Ms. B.A. Shields, Ministry of Colleges and Universities

Provincial Consultative Committee for S Programs

- Mr. B.T. Davies, Horton & Wallace Limited, Whitby (Chairman)
Mr. W. Carr, Algonquin College, Ottawa
Mr. R.C. Cooper, Municipal Offices, Burlington
Mr. I. Hale, Ryerson Polytechnical Institute, Toronto
Mr. J. Konga, Rexdale
Mr. D.W. Lloyd, Fanshawe College, London
Mr. P.J. McGuinness, George Brown College, Toronto
Mr. T.J. McGuinness, Niagara College, Welland
Mr. J. Martin, Association of Certified Survey Technologists of Ontario, Toronto
Mr. D.J. Smith, Northern College, South Porcupine
Mr. J. Srom, Humber College, Rexdale
Mr. H. Demeris, Ministry of Colleges and Universities (Secretary)

Special Advisory Committee on Nursing Education

D. Monteith, Ministry of Health (Chairman)
M. Charters, Hamilton General Hospital
(College of Nurses)
P. Dawdy, Brant Avenue Lodge, Brantford
Ontario Association of Registered Nursing
Assistants)
Habermehl, Niagara College, Welland
(Committee of Presidents)
E. Hahn, Kitchener-Waterloo Hospital
Commission (Ontario Hospital Association)
R. Haslehurst, Women's College Hospital,
Toronto (Ontario Hospital Association)
P.E. Kirkby, Lambton College, Sarnia
(College of Nurses)
Krys, St. Mary's General Hospital, Timmins
(Registered Nurses Association of Ontario)
L. Linton, Victoria Hospital Corporation,
London (Ontario Medical Association)
J. Lord, York Central Hospital, Richmond Hill
(College of Nurses)
D. Rilett, Ministry of Education
P.D. Scott, Confederation College, Thunder
Bay (College of Nurses)
H. Yamashita, George Brown College,
Toronto (College of Nurses)
J. Zerr, University of Ottawa (Registered
Nurses Association of Ontario)
R. Borowska, Ministry of Colleges and
Universities
Janice Legg, College of Nurses of Ontario
(Resource person)

Provincial Review (Educational) Subcommittee of the Ontario Council of Health*

Dr. B. Kain, Queen's University, Kingston
(Chairman)
Dr. D. Alton, The Hospital for Sick Children,
Toronto
Dr. S. Bah, Fanshawe College, London
Miss R. Borowska, Ministry of Colleges and
Universities
Ms. W. Gerhard, Laurentian University, Sudbury
Mrs. S. Murray, Algonquin College, Ottawa
(retired)
Miss L.H. Parsons, Oakville-Trafalgar Memorial
Hospital
Dr. A. Scott, University of Toronto

Resource Persons

Mr. H. Demeris, Ministry of Colleges and
Universities
Mrs. B. Khan, Ontario Council of Health
(Secretary)
Miss L. Traux, Ministry of Health

* Makes recommendations on health-sciences
programs to the Ontario Council of Regents for
Colleges of Applied Arts and Technology.

Appendix B: Report of the Accreditation Implementation Committee

In July 1981 the minister approved a policy on Program Accreditation in the Colleges of Applied Arts and Technology, which had been developed and recommended by a subcommittee of the Council of Regents.

The Council of Regents established the Accreditation Implementation Committee in October 1981. The role of the committee is to assist in the implementation of the accreditation policy by receiving and considering requests for recognition of accreditation arrangements and making recommendations to the council.

From its establishment to the close of the fiscal year, the committee held five meetings to establish policies and procedures and to consider specific requests for recognition of accreditation arrangements. Colleges and accrediting organizations were informed of the policy and of the committee's implementation procedures and were provided with forms to be used in submitting requests.

By March 31, 1982, requests for recognition of accreditation arrangements had been received with regard to the following accrediting organizations and college programs:

Canadian Medical Association
Ambulance and Emergency Care
Medical Laboratory Technology
Radiography
Respiratory Technology

Canadian Dental Association
Dental Assistant
Dental Hygiene

Canadian College of Health Record Administrators
Health Record Administration

Ministry of Transport (Canada)
Aircraft Maintenance Technician
Marine Engineering Technology
Marine Navigation Technology

Association of Architectural Technologists of Ontario
Architectural Technology

Ontario Association of Certified Engineering Technicians and Technologists
Engineering Technician and Technology

The Council of Regents recognized the Canadian Medical Association as the accrediting body for Medical Laboratory, Radiography, and Respiratory Technology programs, subject to review after five years. Submissions regarding the remaining programs were either being considered or awaiting consideration at the end of the fiscal year.



**The Ontario
Council of
Regents
for
Colleges of
Applied Arts
and Technology**

1982-83

Annual Report

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The Ontario Council of Regents
for Colleges of Applied Arts and Technology

ANNUAL REPORT

APRIL 1, 1982 to MARCH 31, 1983

Mowat Block, Queen's Park
Toronto, Ontario M7A 1L2

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Letter of Transmittal

December 30, 1983

The Honourable Bette Stephenson
Minister of Colleges and Universities

Dear Dr. Stephenson:

On behalf of the members of the Ontario Council of Regents for Colleges of Applied Arts and Technology, I have the honour to present a report on the activities of the Council for the period April 1, 1982 to March 31, 1983.

During this period Council has had the challenge of responding to rapidly changing training needs and has considered over 150 new programs and/or modifications to existing programs. In addition to its operational functions, Council has provided advice in the form of ministerial resolutions and other communications on accreditation of programs, terms and conditions of employment, non-cash compensation for college presidents, student fees, a rationalization plan for French and bilingual college programs, compensation of administrative staff and the acquisition or disposition of college property.

The Council was pleased with the contents and recommendations of the Sunset Review document tabled on February 2, 1983 and looks forward to finalizing a Memorandum of Understanding, delineating its role as an operational agency.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Norman E. Williams". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Norman E. Williams
Chairman

Members of the Council of Regents, 1982-83

Mr. N.E. Williams (Chairman)
Toronto

Miss L. Barr
Toronto (1985)

Mrs. H.E. Black
Sault Ste. Marie (1982)

Mr. W.K. Caldwell
Barrie (1984)

Mr. D.W. Coleman
London (1985)

Mr. J. André Cousineau
Timmins (1982)

Mrs. D. Gallinger
Ottawa (1984)

Mrs. M. Hale
Ottawa (1984)

Dr. C.M. Johnston
Thunder Bay (1982)

Mr. S.E. Lovell
Oshawa (1984)

Dr. L. Lukenda
Sault Ste. Marie (1985)

Dr. M. Neelands
Thunder Bay (1985)

Mr. D.N. Omand
Mississauga (1983)

Mr. W.Y. Reno
Toronto (1983)

Dr. D. Schatz
Toronto (1985)

Mr. F.W. Sheridan
Sudbury (1984)

Mr. J.A. Stewart
Alisa Craig (1984)

Mr. E.A. Taylor
Hamilton (1984)

Mrs. D. Murdoch
Executive Secretary

*Note: Member's current terms
expire December 31 of the
year shown in parentheses.
The members listed have
served all or part of the
fiscal year.

Members of Standing Committees, 1982-83

Period: April 1, 1982-December 31, 1982

Executive Committee

Mr. N.E. Williams (Chairman)
Dr. C.M. Johnston (Vice-Chairman)
Mr. J.A. Cousineau
Mrs. M. Hale
Mr. D.N. Omand
Dr. D. Schatz

Mrs. D. Murdoch (Secretary)

Administrative and Student Affairs Committee

Mr. J.A. Cousineau (Chairman)
Mrs. D. Gallinger (April 1982)
Mr. F.H. Kane
Mr. S.E. Lovell

Mr. R. Myron (Secretary)

Program Committee (Business, Applied Arts, Social and Health Services)

Mr. D.N. Omand (Chairman)
Mrs. H.E. Black
Mr. W.K. Caldwell
Mr. D.W. Coleman

Mr. R. Struthers (Secretary)

Program Committee (Technical)

Mrs. M. Hale (Chairman)
Mr. W.Y. Reno
Mr. J.A. Stewart

Mr. H. Demeris (Secretary)

Staff Affairs Committee

Dr. D. Schatz (Chairman)
Dr. C.M. Johnston
Mr. F.W. Sheridan
Mr. E.A. Taylor

Mr. A. Pesce (Secretary)

Period: January 1, 1983-March 31, 1983

Executive Committee

Mr. N.E. Williams (Chairman)
Mr. D.N. Omand (Vice-Chairman)
Mr. W.K. Caldwell
Mr. F.H. Kane
Dr. D. Schatz
Mr. E.A. Taylor

Mrs. D. Murdoch (Secretary)

Administrative and Student Affairs Committee

Mr. F.H. Kane (Chairman)
Miss L. Barr
Mr. S.E. Lovell
Mr. W.Y. Reno

Mr. R. Myron (Secretary)

Program Committee (Business, Applied Arts, Social and Health Services)

Dr. D. Schatz (Chairman)
Mrs. D. Gallinger
Dr. M. Neelands
Mr. J.A. Stewart

Mr. R. Struthers (Secretary)

Program Committee (Technical)

Mr. W.K. Caldwell (Chairman)
Mrs. M. Hale
Mr. D.N. Omand

Mr. H. Demeris (Secretary)

Staff Affairs Committee

Mr. E.A. Taylor (Chairman)
Mr. D.W. Coleman
Dr. L. Lukenda
Mr. F.W. Sheridan

Mr. A. Pesce (Secretary)

Members of Special Committees and Subcommittees, 1982-83

In addition to the standing committees, the Council of Regents has established a number of special committees and subcommittees for specific purposes. The council is most appreciative of the contribution of time and effort by the busy people who serve on these committees without recompense. The success of the colleges of applied arts and technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Accreditation Implementation Committee

Mr. D. Omand, Council of Regents (Chairman)
Mr. G.D. Gelford, Loyalist College
Mr. S. Lovell, Council of Regents
Dr. D. Schatz, Council of Regents
Ms. J.A. Poglitsch, Ministry of Colleges and Universities (Secretary)

Collective Bargaining Steering Committee

Mr. N.E. Williams, Council of Regents (Chairman)
Mr. G.B. Allan, Lambton College
Mr. G. Bainbridge, Fanshawe College
Mr. S. Bancroft, Algonquin College
Mr. T.J. Blundell, Cambrian College
Mr. J. Code, Sault College
Mr. D.W. Coleman, Council of Regents
Mr. J.A. Davison, Humber College
Mr. A.R. Devlin, Centennial College
Mr. D.R. Fraser, Loyalist College
Mr. M. Garland, Durham College
Mr. H. Gilchrist, St. Lawrence College
Mr. D. Grandbois, Northern College
Dr. M. Hewgill, Canadore College
Mr. P. Lassaline, Sir Sandford Fleming College
Dr. L. Lukenda, Council of Regents
Mr. J. Podmore, Conestoga College
Mr. J. Saso, Georgian College
Mr. F. Sheridan, Council of Regents
Mr. D. Shields, Sheridan College
Mr. W. Stanyer, Niagara College
Mr. E.A. Taylor, Council of Regents
Mr. W. Tocheri, Confederation College
Mr. J. Turner, George Brown College
Mr. Z. Ullah, Mohawk College
Ms. G. Zubyk, St. Clair College
Mrs. D. Murdoch, Executive Secretary, Council of Regents (Secretary)
Mr. A. Pesce, Ministry of Colleges and Universities

Employee/Employer Relations Committee (Academic)

Management

Mr. T. Blundell, Cambrian College
Mr. D. Guptill, Humber College
Mr. J. Martin, Conestoga College
Mr. A.D. White, Fanshawe College
Mr. B. Wray, Sheridan College
Mr. I. McArdle, Ministry of Colleges and Universities (Secretary)
Mr. A. Pesce, Ministry of Colleges and Universities

Union

Mr. G. Bruce, OPSEU - Headquarters
Ms. G. Hancock, Algonquin
Mr. R. Kelly, St. Lawrence College
Mr. E. Lord, George Brown College
Mr. R. Martin, Sheridan College
Mr. G. McKay, Niagara College

Employee/Employer Relations Committee (Support)

Management

Mr. R. Hurly, Cambrian College
Mr. J. Podmore, Conestoga College
Mr. H. Young, Loyalist College
Mr. D. Dean, Ministry of Colleges and Universities (Secretary)
Mr. A. Pesce, Ministry of Colleges and Universities

Union

Ms. B. Allan, Algonquin College
Mr. A. Beckerman, OPSEU - Headquarters
Mr. A. Denome, Cambrian College
Ms. L. Liddle, St. Lawrence College
Ms. S. Vallance, Seneca College

Joint Educational Qualifications Subcommittee

Management

Mr. M. Winrow, St. Lawrence College
Ms. S. Kehimkar, Ministry of Colleges and Universities (Resource)
Ms. B. Robinson, Ministry of Colleges and Universities

Union

Mr. J. Dunlop-Addley, Fanshawe College
Mr. R. Hebdon, OPSEU - Headquarters
Mr. G. McKay, Niagara College
Mr. H. Mollon, Mohawk College

Joint Insurance Committee (Academic)

Management

Mr. T. Fletcher, Humber College
Ms. L. Garner, Conestoga
Ms. S. Bullock, Ministry of Colleges and Universities (Resource)
Mr. I. McArdle, Ministry of Colleges and Universities
Mr. H. Smith, Ministry of Colleges and Universities

Union

Mr. M. Grunwell, Fanshawe College
Mr. W. Harrison, Conestoga College
Mr. R. Kelly, St. Lawrence College
Ms. S. McVittie, OPSEU
Mr. H. Plummer, Loyalist College

Joint Insurance Committee (Support)

Management

Mr. N. Fraser, Loyalist College
Ms. G. McRae, Algonquin College
Ms. S. Bullock, Ministry of Colleges and Universities (Resource)
Ms. B. Robinson, Ministry of Colleges and Universities
Mr. H. Smith, Ministry of Colleges and Universities

Union

Ms. B. Allan, Algonquin College
Mr. E. Downer, Sir Sandford Fleming College
Ms. K. Gennings, Conestoga College
Ms. S. McVittie, OPSEU
Ms. J. Pflanzner, St. Clair College

Pension Consultative Committee

Mr. H. Nokes, Council of Regents (Chairman)
Ms. B. Allan, Algonquin College (Union Rep.)
Mr. D. Barron, Ontario Municipal Employees Retirement System
Mr. E. Downer, Sir Sandford Fleming (Union Rep.)
Mr. D. Guptill, Humber College
Ms. G. Hancock, Algonquin College (Union Rep.)
Mr. R. Hinds, Centennial College
Mr. R. Martin, Sheridan College (Union Rep.)
Ms. S. McVittie (Union Rep.)
Mr. J. Wallace, Humber College
Ms. S. Bullock, Ministry of Colleges and Universities (Resource)
Mr. H. Smith, Ministry of Colleges and Universities

Provincial Committee on Job Evaluation

Mr. D. Butler, Canadore College
Mr. J. Davison, Humber College
Mr. R. Hurly, Cambrian College
Mr. H. Kirkconnell, Durham College
Mr. P. Lassaline, Sir Sandford Fleming College
Mr. P. Mathews, Sheridan College
Mr. H. Sterling, Fanshawe College
Ms. P. Brown, Association of Colleges of Applied Arts and
Technology of Ontario (Resource)
Mr. D. Dean, Ministry of Colleges and Universities

Standing Committee on Terms of Employment (Administrative)

Mr. D. Shields, Sheridan College (Chairman)
Mr. G. Bertrand, Cambrian College
Mr. H. Gilchrist, St. Lawrence College
Mr. W. Stoddart, Seneca College
Mr. I. McArdle, Ministry of Colleges and Universities (Secretary)

Support Staff Classification Subcommittee

Ms. J. Balasak, Niagara College
Mr. P. Mageau, Northern College
Ms. G. McRae, Algonquin College
Mr. P. Myers, Fanshawe College
Ms. R. Spargo, Seneca College
Ms. B. Robinson, Ministry of Colleges and Universities (Secretary)

T.P.F. & C. Task Force on Terms and Conditions of Employment for
Administrative Staff

Mr. H. Gilchrist, St. Lawrence College
Mr. D. Shields, Sheridan
Mr. G. Docherty, Ministry of Colleges and Universities
Mr. A. Pesce, Ministry of Colleges and Universities

Duties and Responsibilities of the Council of Regents

The Council of Regents is composed of a full-time chairman and fifteen laypersons, who serve three-year terms of office. The council meets two to three days a month to conduct business. All members are appointed by the Executive Council of the Ontario government in such a manner as to represent as broad a spectrum of the citizens of the province as possible. For efficiency, council business is channelled through an executive committee and four standing committees. The division of responsibilities among the committees is designed to equalize the workload as much as possible.

The Executive Committee consists of the chairman and vice-chairman of the council and the chairman of each of the four standing committees. The committee provides consultation and assistance to the chairman on council business and acts on matters of emergency that must be dealt with between council meetings.

The Administrative and Student Affairs Committee deals with board appointments and administrative matters relating to the colleges. This committee also deals with all student affairs other than the actual educational programs.

The Program Committee (Business, Applied Arts, Social and Health Services) considers applications for new programs and program changes and evaluates continuing programs in the fields of business, applied arts, social services, and health.

The Program Committee (Technical) considers applications for new programs and program changes, and evaluates continuing programs in the technical area.

The Staff Affairs Committee is responsible for collective bargaining for both the academic and support staff units and for recommending salary scales and conditions of employment for management staff, who are excluded from the bargaining units.

Recommendations from the standing committees are brought to the plenary sessions of the entire council for executive action or recommendation to the minister, as required by regulations.

Most meetings are held at colleges of applied arts and technology to provide an opportunity for the college community and council members to discuss areas of mutual interest and concern. Council members meet with the board of governors of the college hosting the monthly meeting. The meeting allows an informal, round-table discussion, at which time the board may bring to the council any concerns that the governors may have in reference to their college or region or to provincial or system-wide issues. In addition, council members meet with local and regional student representatives and take tours of the college.

The Council of Regents also participates each year in an annual conference with members of the boards of governors of the colleges.

Executive Authority

Collective bargaining. Under authority of an Act Respecting Collective Bargaining for Colleges of Applied Arts and Technology (1975), the council acts on behalf of boards of governors of the colleges in collective bargaining with representatives of college employees.

Boards of governors. The council appoints all twelve members to the board of governors of each college and provides the

formula for municipal nominees where the college area comprises two or more municipalities.

Master plans. The master plans of the colleges, and any modifications thereto, are submitted to the Council of Regents for approval. The council may modify or alter the plans before forwarding them to the minister for final approval. This includes such changes to the master plans as the establishment of new campuses; the purchase, sale, or transfer of property; and the establishment of new buildings not in previously approved plans.

Multi-year plans. The council is responsible by regulation for determining the content, format, and timing of the multi-year plans of the colleges, which are submitted to the council. The council visits each college every second year to discuss with its board of governors the implication of their plan. The ministry supports the council in analysing the plans.

Delegated Authority

Program approvals. The approval of new and modified educational programs is delegated to the Council of Regents. The council consults with the minister before approval is given to any program involving a change of government policy.

Policy Determinations

The Council of Regents assists the minister in the development of policy for colleges of applied arts and technology by initiating studies or by considering issues referred to it by

the minister. In either case, the council's recommended policy statements are submitted directly to the minister for her consideration.

Meetings of the Council

During the period from April 1, 1982, to March 31, 1983, the Council of Regents held ten regular meetings, seven of which included visits to colleges. The February meeting was held concurrently with the annual conference of the Association of Colleges of Applied Arts and Technology of Ontario (ACAATO). Meetings held in conjunction with colleges included discussions and/or meetings with students, staff, and governors.

Representatives of the Committee of Presidents and ACAATO attended all regular meetings of the council except the June policy meeting. Their participation is appreciated, both for their valuable contributions to the deliberations of the council and as a method of maintaining communication between the council and college boards and presidents.

Meetings

- 146 April 21-23, 1982, at Loyalist College, Belleville, and the Four Seasons Hotel
- 147 May 19-21, 1982, at Canadore College, North Bay, and the Ramada Inn
- 148 June 16-18, 1982, at Eaton Hall, King City
- 149 September 15-17, 1982, at the Sutton Place Hotel, Toronto
- 150 October 13-15, 1982, at Confederation College, Thunder Bay, and the Airplane Hotel
- 151 November 17-19, 1982, at Conestoga College, Kitchener, and the Valhalla Inn
- 152 December 8-10, 1982, at Centennial College, Toronto, and the Howard Johnson's Hotel

153 January 19-21, 1983, at Seneca College, Toronto, and
the Ramada Inn

154 February 16-18, 1983, at the Park Plaza Hotel, Toronto

155 March 16-18, 1983, at Sir Sandford Fleming College, and
the Red Oak Inn

Student Meetings

With each college visit the council held meetings with the
local student-association representatives. In addition,
four regional meetings were held with college student presidents.

Reports of the Standing Committees

Executive Committee

During 1982-83 the Executive Committee met twice. One meeting was held during the summer to deal with a number of issues that had arisen since the last meeting of the full council. The other meeting was held in February in order to prepare a recommendation to the minister regarding academic staff negotiations.

Administrative and Student Affairs Committee

The Administrative and Student Affairs Committee reviewed nominations for vacancies on college boards of governors and recommended action to the full council on reappointments and new appointments.

In addition, a broad range of administrative and student issues were examined. The following are some of the more significant issues that were considered:

- a proposal by Humber College for a new technology wing to replace rental facilities;
- the criteria for allocation of capital funds to the college system and a review of the ministry's 1982-83 capital allocation;
- a request for funds from Georgian College for the building of a marine school and technical centre;
- foreign student tuition fees;
- review of the revised draft of Guidelines for Governors ;
- the disposition of funds received from the sale of college real property;

- a proposal from Sheridan College for a new campus in Mississauga;
- a request from Seneca College for approval of fund-raising activities in connection with the North York Sports Program;
- a request from Confederation College for the sale of certain lands to the Thunder Bay Conservation Authority;
- a proposal for the establishment of a "Friends of Mohawk Foundation";
- voting student representation on college boards of governors;
- the need for more representation of women on college boards of governors.

Program Committee (Business, Applied Arts, Social and Health Sciences)

The Program Committee reviewed college proposals for new programs and program changes and acted on them by recommending approval, further development, or non-approval. New program approvals are listed elsewhere in this report.

In addition to action on individual program proposals, the committee's activities included the following:

- the recommendation that procedures be established to ensure that program proposals receive council approval before colleges are permitted to expend Board of Industrial Leadership Development funds on equipment;
- the receipt of the first interim report of the Advisory Committee on Nursing Manpower;
- the approval of the objectives as stated in the "Radiation Protection Course for Dental Assistants in Colleges of Applied Arts and Technology";
- the receipt of a ministry memorandum on program approvals-provincial priorities;
- consideration and recommendation regarding the suspension or cancellation of programs in the health sciences;
- the appointment of members to the Provincial Advisory Committee on Nursing Education;
- the approval of the proposed provincial program guidelines for the Law and Security Administration Programs/Police Education Component and the recommendation of action for implementation;

- the recommendations for approval of provincial competency guidelines for a number of programs;
- the acceptance of the 1981-82 Annual Report of the Provincial Advisory Committee on Nursing Education;
- the receipt of the College of Nurses of Ontario report of Inspection of Nursing Programs in the Colleges of Applied Arts and Technology for 1981/82;
- the receipt of a recommendation regarding enrolment in nursing programs made by the Advisory Committee on Nursing Manpower;
- the examination of dental hygiene licensing examination results, the review of a ministry survey regarding dental hygiene program enrolment quotas, and the recommendation that the employment pattern of graduates be tracked over the next few years by conducting a similar survey in November of each year;
- the recommendation that in-depth self-evaluation of nursing programs by colleges on a periodic basis be continued;
- correspondence with the Ontario Hostelry Institute concerning certification of industry personnel;
- the recommendation that colleges be advised that all educational courses and programs leading to a new job category within the health-care sector require the council's approval.

Program Committee (Technical)

The Program Committee reviewed college proposals for new programs and program changes and acted on them by recommending approval, further development, or non-approval. New program approvals are listed elsewhere in this report.

In addition to action on individual program proposals, the committee's activities included the following:

- the receipt of reports regarding the status of the request for accreditation of programs by OACETT;
- the recommendation for approval of provincial competency guidelines for a number of programs;
- the recommendation for approval of and membership on the proposed structure of the Standards Committee for Engineering Technology Programs;
- the receipt of a report regarding the co-operative activities of Mohawk and Niagara colleges;
- the recommendation that the Standards Committee for Engineering Technology Programs consider the impact of the non-semestered mode on program standards. The committee requested that the College Affairs Branch of the ministry prepare a report on the recent federal initiative in the purchase of non-semestered programs;
- the recommendation that the real costs of providing the co-op portion of co-op training be determined in view of the need to establish a reasonable balance in technical training.

Joint Program Committees

The two program committees jointly considered and acted on matters that affected the programming areas of both committees as follows:

- the recommendation that Council recommendations on all program proposals be included in the numbered "F" memoranda for distribution to all colleges the previous practice was to send each college only Council recommendations concerning the college's own proposals;
- recommendations concerning the Committee of Presidents' proposed rationalization plan for French languages and bilingual college programs;

Staff Affairs Committee

The Staff Affairs Committee dealt with a variety of matters related to the terms and conditions of employment of administrative staff, support staff, and faculty. The following is a list of some of the more noteworthy issues:

- The passage of the Inflation Restraint Act altered the normal process of bargaining. A two-year agreement, expiring on August 31, 1984, was concluded with the academic staff.
- An agreement with support staff was not reached, and pursuant to the Inflation Restraint Act this agreement was extended to August 31, 1983.
- The Collective Bargaining Steering Committee continued to provide input from the colleges during negotiations. One of the sub-committees has undertaken the study of long-range bargaining issues in order to assist the Council of Regents in future negotiations.
- The Employer-Employee Relations Committees met regularly to discuss labour-relation issues of system-wide importance. Both committees are operating as expected and achieving some good results.
- The 1982 and 1983 policy lines for administrative salaries were approved. The effective date for 1983 was changed from April 1, 1982 to January 1, 1983.
- The presidents' positions were updated and re-evaluated. A model employment contract for presidents was also developed. A final report on executive compensation was received.

- The task force on salary administration practices presented a model for performance evaluation and recommended changes to the way in which the Provincial Pay Audit Committee will function.
- The CAAT pension plan is being reviewed in terms of benefits and administration. The insured benefits are also undergoing review from the point of view of funding and administration.

Appointments to Boards of Governors

The Council of Regents has the responsibility for appointing the twelve members of the board of governors for each of the colleges.

The policies of the Council of Regents regarding college-board appointments are set forth below. The policies are intended to ensure that the requirements of Regulation 201 (Ministry of Colleges and Universities Act) are applied equitably and consistently. The council may, on occasion, deem it necessary to make exceptions to one or more of the policies in order to serve the best interests of a college.

- The Council of Regents will not formally solicit nominations for positions on college boards of governors from sources other than the college boards, but if such nominations are received, they will be given equal consideration.
- College boards will be given the opportunity to comment on nominees put forward by all other sources.
- For the purpose of determining the number of years served by a governor, any portion of a year served shall count as a full year.
- The normal term of appointment is three years. A new governor shall be appointed either for a three-year term or for the balance of a term not completed by the previous incumbent. The maximum number of consecutive appointments to a board is two.
- The council requests at least three nominations for each vacancy

on a board of governors. A board may request the reappointment of a governor whose term is expiring as one of the three nominations.

- A board of governors should be broadly representative of the community the college serves. Its membership should include individuals who are active in community affairs, interested in the activities of the college, able to represent the views of significant cultural or economic groups in the area, and prepared to devote the time and talent to acting as a director of a multi-million-dollar corporation.

The council specifically seeks as board members men and women who:

- represent various parts of the college's geographic area;
- have served effectively on college advisory committees;
- are graduates of the college, have become established in the area, and can represent the students' point of view;
- are representative of significant population groups in the college's community; or
- represent local business, industry, labour, the professions, or community agencies.

The complete list of governors of the colleges of applied arts and technology, as of March 31, 1983, follows:

Algonquin College

Mr. K.B. Bruun, Carleton Place; Mr. D.J. Doyle, Kanata; Mr. G.P. Dunlop, Perth; Mr. D. Handley, Ottawa; Mr. L.E. Jodoin, Ottawa; Mr. P.L. Morel, Ottawa; Prof. H.H.J. Nesbitt, Ottawa; Mr. N.N.

Prager, Pembroke; Mrs. E. Scotton, Ottawa; Mrs. G. White, Kanata.
Municipal representatives: Mr. J. Cochran, Carleton Place; Mrs.
C.J. Dobell, Ottawa; Mr. E. Raymond, Rockland; Mr. L. Reeves,
Ottawa.

Cambrian College

Mr. G.E. Boyce, Sudbury; Mr. R.J. Brailey, Falconbridge; Mr. R.
E. Laamanen, Sudbury; Mr. A. LaFreniere, Sudbury; Dr. B.G. Lynch,
Sudbury; Mr. G. Raymond, Sudbury; Mr. F.S. Sorochinsky, Copper
Cliff; Ms. E.M. Turcott, Sudbury; Mrs. G.A. Yanchuk, Val Caron.
Municipal representatives: Mr. A. Fex, Lively; Mr. M.G. Lamoureux,
Sudbury; Mr. J.A. Little, Little Current; Mrs. D. Marleau, Sudbury;
Mr. D. McMullan, Espanola.

Canadore College

Mr. B.C. Barrington, Sturgeon Falls; Mrs. L. Duchesneau-McLachlan,
North Bay; Mr. P. Goulais, Sturgeon Falls; Mr. P. LaFrance,
North Bay; Mr. R.J. Martyn, North Bay; Mr. S.J. Oaks, Callander;
Mr. R.L. Richard, North Bay; Mrs. J. Schryer, North Bay; Mr.
R.J.T. Smith, North Bay.

Municipal representatives: Mr. P. Birnie, North Bay; Mr. J.F.
Bourne, North Bay; Mr. H. Drouin, North Bay; Mr. Y. Goulard,
Sturgeon Falls; Mrs. P. Rainville, Mattawa; Mrs. G.D. Syversen,
Mattawa.

Centennial College

Mr. J. Daly, Toronto; Mr. W.G. Glover, Toronto; Mr. R.E. Hainsworth,
Don Mills; Mr. B. Hardcastle, Scarborough; Mrs. M.H. McBrien,
Scarborough; Mr. J.F. O'Donnell, Scarborough; Mr. D.S. Prowse,
West Hill; Mr. F.J. Speer, Toronto; Mrs. B. Tomasik, Agincourt.

Municipal representatives: Mr. B. Fleury, Scarborough; Dr. F.W. Hart, Toronto; Alderman P.E. Oyler, Toronto; Mr. R.S. Taylor, Scarborough.

Conestoga College

Miss V. Aboud, Guelph; Mr. R. Ackerman, Guelph; Mrs. R. Baker, Stratford; Mr. A.W. Dean, Cambridge; Mr. F. Grespan, Kitchener; Mrs. V. Kerr, Kitchener; Mr. D.L. Kimpel, Cambridge; Mr. I.B.R. Montizambert, Stratford; Mr. P. Newington, Clinton.

Municipal representatives: Mr. R. Freeborn, Kitchener; Mr. L. Mackenzie, Erin; Mrs. M. McMane, Milverton; Mr. D.F. Wheeler, Goderich.

Confederation College

Mr. C.R. Bowles, Thunder Bay; Mr. H.J. Brooks, Thunder Bay; Mr. W.E. Bryan, Thunder Bay; Mrs. N. Erickson, Thunder Bay; Mr. H.G. Gareau, Thunder Bay; Mrs. D. Gustafson, Fort Frances; Dr. R.N. MacKenzie, Thunder Bay; Mr. R.M. McMuldloch, Thunder Bay; Ms. M.A. Twomey, Schreiber.

Municipal representatives: Mr. B.L. Collins, Thunder Bay; Mr. C.M. Hayes, Kenora; Mr. R.B. McCormack, Thunder Bay; Mr. H.S. McMaster, Thunder Bay; Mr. J. Masters, Thunder Bay.

Durham College

Mr. J. Achmatowicz, Ashburn; Mrs. K. Gusell, Oshawa; Mr. W.R. Kittle, Oshawa; Mrs. R. Milne, Oshawa; Mr. B. Perry, Oshawa; Miss E.A. Schaefer, Oshawa; Mr. N. Schilling, Whitby; Mr. R.W. Walters, Bowmanville; Dr. P. Zakarow, Oshawa.

Municipal representatives: Mr. A.O. Dalrymple, Bowmanville; Alderman J. McLaughlin, Oshawa; Mr. E.F. Marston, Port Hope;

Mr. S.B. Rutherford, Orono; Mr. M. Wade, Durham.

Fanshawe College

Mr. E.G. Bainbridge, London; Ms. M. Bowman, London; Mr. B. Calder, Woodstock; Mr. B.P. Forewell, London; Mr. D.M. Jenkins, London; Ms. G.E. Lamb, London; Mr. M.J. McFall, London; Ms. C. McDonald, London; Mr. R.J. Murray, London; Dr. T.K. Siess, London.

Municipal representatives: Mr. K.M. Jones, Simcoe; Mr. A. Loughton, Vittoria; Mrs. P. Olien, London; Mr. D. Puddicombe, Woodstock; Mr. B. Thacker, St. Thomas.

George Brown College

Mr. B. Bone, Don Mills; Mr. R.B. Bradley, Willowdale; Mr. D.E. Clune, Toronto; Mr. J.M. Farley, Oakville; Miss G.M. Fatt, Toronto; Mrs. D. Fulford, Toronto; Dr. Q. Rae-Grant, Toronto; Mr. W.A. Villano, Toronto.

Municipal representatives: Mrs. E. McLean, Toronto; Ms. J. Opperman, Toronto; Alderman J. Piccininni, Toronto; Mr. R. Spencer, Toronto.

Georgian College

Mr. J.A. Christensen, Gravenhurst; Mr. W.H. Green, Parry Sound; Mr. J.D. Leitch, Midland; Mr. P.H.A. Little, Owen Sound; Mrs. D.T. Logan, Parry Sound; Mr. R.E. Lynch, Barrie; Mr. R.G. Mitchell, Barrie; Mr. R.A. Parrott, Kimberley; Mrs. B. Thompson, Bracebridge; Mr. J.A. Wilson, Orillia.

Municipal representatives: Mr. B.H. Davis, Tobermory; Mr. J. Fennell, Bradford; Mr. A. Field, Durham; Mrs. B. Limpert, Wiarton; Mrs. M. Schinbein, Hanover; Mr. L. Thomson, Orangeville.

Humber College

Mr. D. Benedict, Etobicoke; Mr. P.W. Broadhurst, Rexdale; Mr. F.R. Crowne, Brampton; Mr. J. Fenton, Islington; Mrs. I. Glover, Toronto; Mr. A.R. Gould, Etobicoke; Mr. B.G. Napier, Toronto; Ms. M. Pellechia, Downsview; Mr. R.D. Schwass, Toronto; Mr. J.D. Sorbara, Willowdale; Mr. L.E. Venchiarutti, Toronto.

Municipal representatives: Mr. D. Deaves, Etobicoke; Mr. F.J. Lambert, Toronto; Mrs. N. Lawrie, Islington; Mr. G.R. Robertson, Islington; Mr. A. Tonks, Toronto.

Lambton College

Mrs. F. Blake, Sarnia; Mr. R.R. Emery, Forest; Mr. K.R. Glassco, Corunna; Mrs. C.L. Harris, Sarnia; Mr. C.C. McGregor, Sarnia; Mr. T.H. Milsom, Sarnia; Mr. W.D. Reid, Sarnia; Mr. D.T. Southcott, Grand Bend.

Municipal representatives: Mr. R. Boyd, Petrolia; Mr. A. Korpan, Sarnia; Mr. J. Kowalyshyn, Sarnia; Mr. P.N. O'Brien, Sarnia; Mr. T. Sharp, Florence.

Loyalist College

Mrs. R. Burrows, Belleville; Mr. R.G. Chubb, Trenton; Mr. F. Clapp, Belleville; Mr. C.V. Johnson, Campbellford; Dr. J.S. Loynes, Belleville; Mrs. I.E. Reilly, Belleville; Ms. D.E. Spencer, Tweed; Mr. W.J. Wood, Madoc.

Municipal representatives: Mr. C.F. Doreleyers, Napanee; Mr. J. Inrig, Picton; Mr. G. Jenkins, Bancroft; Mrs. R. Wartman, Napanee; Mr. R.W. Weaver, Trenton.

Mohawk College

Dr. A.N. Bournes, Hamilton; Mr. L.A.S. Crews, Brantford; Mr. P. Dawson, Hamilton; Mr. F.M. Denardis, Hamilton; Mr. A.J. Harris, Hamilton; Mr. J.C. Jaggard, Hamilton; Mr. J.A. Miller, Brantford; Mrs. P. Nelles, Caledonia; Mrs. M. Spears, Burlington.

Municipal representatives: Mr. H. Hynd, Hamilton; Alderman M. Kiss, Hamilton; Mr. E.W. Scarrow, Brantford; Councillor A. Sloat, Ancaster; Mr. F.F. Wiley, Brantford.

Niagara College

Mr. R.J. Babin, Port Colborne; Mr. A.N. Elliott, St. Catharines; Mrs. M.R. Ferguson, Welland; Mr. F.W. Ford, St. Catharines; Mr. W.J. Fraser, St. Catharines; Mr. A. Ironside, Niagara Falls; Mr. J.B. McLaughlin, St. Catharines; Mr. G.B. Sampson, Niagara Falls; Mrs. B.A. Troup, Jordan Station.

Municipal representatives: Mr. C.P. Fisher, St. Catharines; Mr. J.R. Letourneau, Welland; Mr. W. Stanyer, Niagara Falls; Mr. R.A. Wilson, Port Colborne.

Northern College

Dr. G.W. Burgman, Kirkland Lake; Mrs. N.N. Caldbick, Timmins; Mr. R.T. Chilton, Moose Factory; Mrs. S.M.A. Desjardins, Timmins; Mr. L.T. Gauthier, Cochrane; Mr. M.D. Giles, Elk Lake; Mr. D. Grandbois, Timmins; Mr. N. Kuzmich, Iroquois Falls; Mr. L. Laforest, Timmins; Mr. R.J.C. Pilon, Kapuskasing; Mr. T.A. Roscoe, Timmins; Mr. M.W.M. Stevens, Timmins; Mr. J.G. Willars, New Liskeard.

St. Clair College

Mr. C.W. Case, Chatham; Dr. O.L. Crocker, Windsor; Mr. R.C.

Gates, Windsor; Mrs. S.B. Gault, Windsor; Mrs. E. Gray, Windsor; Mr. L. Haggith, Windsor; Mr. T.W. O'Brien, Windsor; Ms. L.G. Peckitt, Chatham; Mr. P. Plunkett, Windsor; Mr. D.A. Pudwell, Chatham; Mrs. J. Steeves, Essex.

Municipal representatives: Mr. F. Cada, Windsor; Mr. M. Campbell, Chatham; Mr. W.J. Gibb, Amherstburg; Mr. J. Quinn, Windsor; Mr. M.G. Solcz, St. Clair Beach; Mr. J.L. Van Alphen, Windsor;

St. Lawrence College

Mr. J.A.C. Auld, Brockville; Mr. A.J. Cohoe, Kingston; Mr. S. Collins, Odessa; Mr. W.G.N. Fleming, Maitland; Mrs. J. Fraser, Alexandria; Mr. L.J.J. Lalonde, Smith Falls; Mr. J.F. Markell, Cornwall; Mr. F. Quaife, Kingston; Mrs. J.M. Sheridan, Prescott; Mr. B.J. Shields, Cornwall; Mrs. J. Smith, Brockville.

Municipal representatives: Mrs. J. Lafrance-Cardinal, Cornwall; Mrs. C. Lavigne, Cornwall; Mr. J.A. Mohler, Brockville; Mr. J.A. Stretton, Kingston; Mr. J.T. Wells, Maitland.

Sault College

Mr. R. Boneberg, Wawa; Mr. D.E. Bowman, Sault Ste. Marie; Mrs. M. Dobie, Sault Ste. Marie; Mr. L.W. Fera, Sault Ste. Marie; Mr. A. Gold, Sault Ste. Marie; Mrs. M.J. Haig, Sault Ste. Marie; Mr. W. Locke, Sault Ste. Marie; Mr. H. Oliphant, Sault Ste. Marie; Mr. J. Ostroski, Sault Ste. Marie; Mr. F. Prouse, Sault Ste. Marie; Mr. D. Walimiki, Sault Ste. Marie; Mr. L.C. Woodcock, Sault Ste. Marie.

Municipal representatives: Mrs. C. Dimock, Elliot Lake; Mr. L. Henderson, Wawa; Mr. J.G. LeClerc, Elliot Lake; Mrs. P. MacDonald, Sault Ste. Marie; Mr. P. Salituri, Sault Ste. Marie.

Seneca College

Mr. J.M. Clemens, Don Mills; Mr. D.L. Comish, Willowdale; Dr. A.E. Courtney, Toronto; Ms. J.L. Fawn, Thornhill; Mr. J.E. O'Brien, Islington; Mr. A.N. Plummer, Richmond Hill; Mr. L.A. Rice, Brampton; Mr. L. Stanford, Toronto; Mr. P. Suddick, Willowdale; Mrs. J. Tobe, Thornhill.

Municipal representatives: Alderman B. Burton, Toronto; Alderman M. Labatte, Don Mills; Mr. M.J. McDonald, Weston; Mr. D.F. Sim, Markham; Mayor G.D. Timpson, Aurora.

Sheridan College

Mrs. F. Baines, Georgetown; Mr. H.J.A. Brown, Mississauga; Mr. W.E. Cook, Hornby; Mr. W.L. Hawkins, Burlington; Mrs. J.E. Johnston, Oakville; Mr. F.E. Leitch, Clarkson; Mr. N. Morrison, Hamilton; Mr. J.D. Ostler, Brampton; Mrs. B. Skinner, Mississauga.

Municipal representatives: Mr. J.G. Aziz, Mississauga; Mrs. M. Marland, Mississauga; Mr. F. Oliver, Oakville; Mr. C. Patterson, Caledon East; Mrs. M.M. Powys, Milton.

Sir Sandford Fleming College

Mr. P.D. Brown, Peterborough; Mr. W.T.L. Coburn, Minden; Mr. A.O.C. Cole, Peterborough; Mrs. M. Fawcett, Lindsay; Mrs. C. Finn, Haliburton; Mr. L. Groombridge, Peterborough; Mr. J.A. Heenan, Cobourg; Mrs. M.C. Porter, Woodville; Mrs. S.L. Stevenson, Nepean; Mr. H.E. Stouffer, Minden; Mr. H. Simpson, Lindsay; Mr. W.F. Whetung, Lakefield.

Municipal representatives: Mr. J.R. Gorwill, Lindsay; Mr. L.P. Mahon, Peterborough.

Program Approvals

During the year the following educational program approvals were given to the colleges concerned. Program approval does not imply any financial or other commitment on the part of the ministry; it merely allows the college to mount the program if operating and capital funds are available and if the proper physical facilities are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals that are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is concerned that every program lead to good employment possibilities for its graduates, be in keeping with employment needs, and be supported by adequate field work and clinical resources. For that reason a number of programs have enrolment limitations placed on them. The council has also approved the cancellation of a number of programs.

In making decisions on program approvals, the Council of Regents is aided by the provincial consultative committees listed in Appendix A. The assistance of these groups is sincerely appreciated.

ALGONQUIN COLLEGE	<u>Term</u>	<u>Approved</u>
Traitement de l'information Woodroffe Campus	43 weeks	82-04-23
Secretarial Translation Techniques/ Techniques de secretariat de traduction (bilingual) Woodroffe Campus	4 semesters	82-05-21
Electronics Engineering Technician Woodroffe Campus	52 weeks	82-07-26
Business General - Accounting Heron Park Campus	52 weeks	82-07-26
Electro-Mechanical Engineering Technician (Drafting) Woodroffe Campus	52 weeks	82-09-17
Electro-Mechanical Engineering Technician - Precision Instruments Woodroffe Campus	52 weeks	82-10-15
Techniques du génie électromécanique - Instruments de précision Woodroffe Campus	52 weeks	82-10-15
Techniques des systèmes informatiques Woodroffe Campus	4 semesters	82-11-19
Fire Protection Technician Woodroffe Campus	4 semesters	82-11-19
Montage d'équipement électronique Hawkesbury Campus	16 weeks	83-01-21
Radiation Protection College Area	38 hours	83-01-21
Computer Programmer Upper Ottawa Valley Campus	4 semesters	83-02-18
Computer Programmer Upper Ottawa Valley Campus	64 weeks	83-02-18

CAMBRIAN COLLEGE	<u>Term</u>	<u>Approved</u>
Electrical Engineering Technician/ Techniques du génie électrique (bilingual) Barrydowne Campus	4 semesters	82-05-21
Radiography/Radiographie (bilingual) Barrydowne Campus	104 weeks	82-12-10
Radiation Protection College Area	38 hours	83-01-21
Civil Engineering Technician Barrydowne Campus	64 weeks	83-02-18
Instrumentation Engineering Technician - Industrial Barrydowne Campus	64 weeks	83-02-18
Chemical Engineering Technician Barrydowne Campus	64 weeks	83-02-18
Electrical Engineering Technician Barrydowne Campus	64 weeks	83-02-18
Metallurgical Engineering Technician Barrydowne Campus	64 weeks	83-02-18
Geological Engineering Technician Barrydowne Campus	64 weeks	83-02-18
Mining Engineering Technician Barrydowne Campus	64 weeks	83-02-18
Office Systems Administration Barrydowne Campus	6 semesters	83-03-18

CANADORE COLLEGE	<u>Term</u>	<u>Approved</u>
Food Processing Technician - Industrial Main Campus	4 semesters	82-05-21
Biological Technician - Environmental Main Campus	4 semesters	82-05-21
Mechanical Technician - Machine Shop Operations Heliport Campus	4 semesters	82-05-21
Computer Technology - Process Control Main Campus	6 semesters	82-06-18
Radiation Protection College Area	38 hours	83-01-21
Computer Programmer Downtown Campus	4 semesters	83-02-18
Computer Programmer Downtown Campus	64 weeks	83-02-18

CENTENNIAL COLLEGE	<u>Term</u>	<u>Approved</u>
Fluid Power Engineering Technology - Robotics Ashtonbee Campus	6 semesters	82-04-23
Registered Nurse - Refresher Warden Woods Campus	274 hours (12 weeks, f.t.e.)	82-05-21
Word Processing Operator (1) Progress Campus	16 weeks	82-05-21
Cosmetic Retailing Warden Woods Campus	17 weeks	82-10-15
Fashion Merchandising - Fashion Apparel Fashion Merchandising - Home Furnishings Warden Woods Campus	4 semesters	83-12-10
Early Childhood Education Resource Teacher (post-diploma) All Campuses	531 hours	83-01-21
Industrial Robotics Ashtonbee Campus	52 weeks	83-01-21
Computer Programmer East York Campus	4 semesters	83-02-18
Computer Programmer East York Campus	64 weeks	83-02-18

CONESTOGA COLLEGE

	<u>Term</u>	<u>Approved</u>
Computer Programmer/Analyst Doon Campus	6 semesters	82-05-21
Electronics Engineering Technician Doon Campus	52 weeks	82-10-15

CONFEDERATION COLLEGE

	<u>Term</u>	<u>Approved</u>
Interior Design Thunder Bay Campus	4 semesters	82-07-26
Nursing Assistant Red Lake (one time offering)	36 weeks (full-time)	82-10-15
Instrumentation Engineering Technician Thunder Bay Campus	4 semesters	82-11-19
Electronics Engineering Technician Thunder Bay Campus	64 weeks	82-11-19
Electrical Engineering Technician Thunder Bay Campus	64 weeks	82-11-19
Ambulance and Emergency Care Thunder Bay Campus (part-time, distance education)	over 3 years	83-03-18

DURHAM COLLEGE

	<u>Term</u>	<u>Approved</u>
Food and Beverage Management Oshawa Campus	4 semesters	83-01-21
Design Arts - Industrial Oshawa Campus	4 semesters	83-02-18
Design Arts - Industrial Oshawa Campus	6 semesters	83-02-18
Design Arts - Interior Oshawa Campus	4 semesters	83-02-18
Design Arts - Interior Oshawa Campus	6 semesters	83-02-18
Electronics Engineering Technician - Computer Systems Oshawa Campus	52 weeks	83-03-18
Mechanical Engineering Technician Oshawa Campus	52 weeks	83-03-18

FANSHAWE COLLEGE

	<u>Term</u>	<u>Approved</u>
Manufacturing Engineering Technician - Numerical Control Oxford Street Campus	3 semesters plus a 32-week non-semestered co-operative work team	82-11-19
Signwriting Oxford Street Campus	40 weeks	82-12-10
Computer Programmer Oxford Street Campus	4 semesters	83-02-18
Computer Programmer Oxford Street Campus	64 weeks	83-02-18
Food and Beverage Service Oxford Street Campus	15 weeks	83-02-18

GEORGE BROWN COLLEGE

	<u>Term</u>	<u>Approved</u>
Retail Management St. James Campus	4 semesters	82-06-18
Mechanical Engineering Technician - Machine Design Casa Loma	4 semesters	82-06-18
Electrical Engineering Technology Casa Loma Campus	6 semesters	82-07-26
Electro-Mechanical Technician - Drafting Casa Loma Campus	64 weeks	82-11-19
Early Childhood Education Resource Teacher (post-diploma) All Campus	531 hours	83-01-21
Radiation Protection College Area	38 hours	83-01-21
Computer Programmer St. James Campus	4 semesters	83-02-18
Computer Programmer St. James Campus	64 weeks	83-02-18
Engraving Casa Loma Campus	34 weeks	83-03-18
Gem Setting Casa Loma Campus	34 weeks	83-03-18

GEORGIAN COLLEGE

	<u>Term</u>	<u>Approved</u>
Electrical Engineering Technician Barrie Campus	65 weeks	82-11-19
Electronics Engineering Technician Barrie Campus	65 weeks	82-11-19
Mechanical Engineering Technician - Industrial Barrie Campus	65 weeks	82-11-19
Mechanical Technician - Drafting Barrie Campus	65 weeks	82-12-10
Culinary Management (co-op) Barrie Campus	4 semesters	83-01-21
Radiation Protection College Area	38 hours	83-01-21
Computer Programmer Barrie Campus	4 semesters	83-02-18
Computer Programmer Barrie Campus	64 weeks	83-02-18
Ambulance and Emergency Care Barrie, Orillia and Owen Sound Campuses Part-time, distance education	over 3 years	83-03-18

HUMBER COLLEGE	<u>Term</u>	<u>Approved</u>
Registered Nurse - Refresher Osler Campus	240 hours (12 weeks)	82-05-21
Registered Nurse - Neurological Nursing Osler Campus	185 hours (6 weeks f.t.e)	82-05-21
Office Systems Operations Lakeshore I Campus	32 weeks	82-09-17
Computer Engineering Technology North Campus	6 semesters	82-10-15
Electronics Engineering Technician North Campus	64 weeks	82-10-15
Manufacturing Engineering Technician North Campus	64 weeks	82-10-15
Instrumentation Engineering Technician - Industrial North Campus	64 weeks	82-10-15
Mechanical Engineering Technician - Numerical Control North Campus	64 weeks	82-10-15
Word Processing Supervisor North Campus	4 semesters	82-11-19
Early Childhood Education Resource Teacher (post-diploma) All Campuses	531 hours	83-01-21
Office Systems Administration North Campus	6 semesters	83-01-21
Computer Programmer North Campus	4 semesters	83-02-18
Computer Programmer North Campus	64 weeks	83-02-18
Equestrian Coach North Campus	2 semesters	83-03-18

LAMBTON COLLEGE

"NO PROGRAMS APPROVED"

LOYALIST COLLEGE	<u>Term</u>	<u>Approved</u>
Electronics Engineering Technology- Videotex Main Campus	5 semesters (plus co-op term)	82-04-23
Marketing - Videotex Main Campus	4 semesters	82-04-23
Electrical Engineering Technician Main Campus	52 weeks	82-07-26
Electronics Engineering Technician Main Campus	52 weeks	82-07-26
Mechanical Engineering Technician Belleville Campus	52 weeks	82-07-26
Business Main Campus	52 weeks	82-07-26
Accounting Main Campus	52 weeks	82-07-26
Word Processing Secretary Main Campus	34 weeks	83-01-21
Computer Programmer Belleville Campus	3 semesters	83-02-18
Computer Programmer Belleville Campus	64 weeks	83-02-18

MOHAWK COLLEGE

	<u>Term</u>	<u>Approved</u>
Microcomputer Business Application Braneida Campus	50 weeks	82-09-17
Mechanical Technician - Drafting Fennell and Braneida campuses	60 weeks	82-10-15
Instrumentation Engineering Technician - Industrial Fennell Campus	60 weeks	82-10-15
Electronics Engineering Technician Fennell Campus	60 weeks	82-10-15
Electrical Engineering Technician - Power Fennell Campus	60 weeks	82-10-15
Industrial Engineering Technician - Production Fennell Campus	60 weeks	82-11-19
Food and Beverage Management Saltfleet Campus	4 semesters	83-01-21
Food Preparation, Advanced Saltfleet Campus	20 weeks	83-01-21

NIAGARA COLLEGE

Term

Approved

Business - Data Processing
Welland Campus

52 weeks

82-05-21

Radiation Protection
College Area

38 hours

83-01-21

NORTHERN COLLEGE

	<u>Term</u>	<u>Approved</u>
Social Service Worker/Native Specialty Porcupine Campus	4 semesters (option to existing program)	82-09-17
Welding Engineering Technician - Inspection Kirkland Lake Campus	60 weeks	82-12-10
Ambulance and Emergency Care (part-time, distance education) South Porcupine and Kirkland Lake Campuses	over 3 years	82-12-10

ST. CLAIR COLLEGE	<u>Term</u>	<u>Approved</u>
Electrical Pre-employment Thames and Windsor Campuses	25 weeks	82-06-18
Radiation Protection College Area	38 hours	83-01-21
Computer Programmer Windsor Campus	3 semesters	83-02-18
Computer Programmer Windsor Campus	64 weeks	83-02-18
Mechanical Engineering Technician Windsor Campus	4 semesters	83-03-18
Mechanical Engineering Technician Windsor Campus	60 weeks	83-03-18
Electronics Engineering Technician Windsor Campus	60 weeks	83-03-18

ST. LAWRENCE COLLEGE

	<u>Term</u>	<u>Approved</u>
Business - Accounting (English) Commerce - Comptabilité (French) Cornwall Campus	4 semesters	82-06-18
Electronics Engineering Technician/ Techniques du génie électronique (bilingual) Cornwall Campus	4 semesters	82-06-18
Visual and Creative Arts - Fine Arts Kingston Campus	4 semesters	82-06-18
Computer Software Technician Cornwall Campus	52 weeks	82-09-17
Industrial Engine Mechanic Kingston Campus	40 weeks	82-09-17
Electronics - Digital Equipment and Systems Cornwall Campus	48 weeks	82-09-17
Business - Marketing/ Commerce - Marketing (bilingual) Cornwall Campus	4 semesters	82-09-17
Business Administration - Marketing/ Administration des affaires - Marketing (bilingual) Cornwall Campus	6 semesters	82-09-17
Business Administration - Industrial Management/Administration des affaires - Gestion industrielle (bilingual) Cornwall Campus	6 semesters	82-09-17
Business Administration - Data Processing/Administration des affaires - Informatique (bilingual) Cornwall Campus	6 semesters	82-09-17
Mechanical Engineering Technician - Machining Kingston Campus	4 semesters	82-12-10

ST. LAWRENCE COLLEGE (cont'd)

	<u>Term</u>	<u>Approved</u>
Mechanical Engineering Technician - Machining Kingston Campus	52 weeks	82-12-10
Gerontology - Multidiscipline Brockville, Cornwall and Kingston Campuses	330 to 360 hours 90 weeks (part-time)	83-01-21
Instrumentation Engineering Technician - Industrial Kingston Campus	52 weeks	83-01-21
Electronics Engineering Technician Kingston Campus	52 weeks	83-01-21
Computer Programmer Brockville, Cornwall and Kingston Campuses	4 semesters	83-02-18
Computer Programmer Brockville, Cornwall and Kingston Campuses	64 weeks	83-02-18
Débosselage Cornwall Campus	20 weeks	83-02-18
Computer Engineering Technology Kingston Campus	6 semesters	83-03-18

SAULT COLLEGE

	<u>Term</u>	<u>Approved</u>
Prospecting Techniques North Algoma Campus	14 weeks	82-05-21
Tourist Outfitting and Guiding North Algoma Campus	14 weeks	82-06-18
Band Management and Small Business Management North Algoma Campus	36 weeks	82-06-18
Food Preparation - General - Basic North Algoma Campus	20 weeks	82-06-18
Aide jardinière Elliot Lake Campus	16 weeks	82-09-17
Office Systems Operations Elliot Lake Campus	32 weeks	82-09-17
Propane and Natural Gas Fitter Sault Campus	40 weeks	82-09-17
Computer Programmer Sault Campus	4 semesters	83-03-18
Computer Programmer/Analyst Sault Campus	6 semesters	83-03-18

SENECA COLLEGE

	<u>Term</u>	<u>Approved</u>
Early Childhood Education Resource Teacher (post-diploma) All Campuses	531 hours	83-01-21
Mechanical Engineering Technician - Design Drafting Newnham Campus	64 weeks	83-01-21
Radiation Protection College Area	38 hours	83-01-21
Computer Programmer Sheppard Campus	3 semesters	83-02-18
Computer Programmer Sheppard Campus	64 weeks	83-02-18

SHERIDAN COLLEGE

	<u>Term</u>	<u>Approved</u>
Gerontology - Multidiscipline (post-basic) Oakville Campus	350 hours (full-time or part-time)	82-05-21
Chemical Engineering Technology - Instrumentation and Process Control Brampton Campus	3rd year option to 6 semester program	82-05-21
Esthetician Oakville Campus	4 semesters	82-06-18
Sales - Instrumentation and Process Control (post-basic) Brampton Campus	12 weeks (co-op)	82-06-18
Retail Management Brampton Campus	4 semesters	82-07-26
Microcomputer Applications Brampton Campus	2 semesters	82-10-15
Computer Programmer Queen Elizabeth Campus	3 semesters	83-02-18
Computer Programmer Queen Elizabeth Campus	64 weeks	83-02-18

SIR SANDFORD FLEMING COLLEGE

	<u>Term</u>	<u>Approved</u>
Metallurgical Engineering Technology - Materials Testing Brealey Campus	6 semesters	82-04-23
Forest Recreation Technician Frost Campus	4 semesters	82-06-18
Electro-Mechanical Engineering Technology - Robotics Brealey Campus	6 semesters	82-07-26
Geographical Information Systems Technician Lindsay Campus	52 weeks	82-11-19
Electro-Mechanical Engineering Technician - Robotics Sutherland Campus	52 weeks	82-12-10
Mechanical Engineering Technician - Drafting Design Sutherland Campus	52 weeks	82-12-10
Electronics Engineering Technician - Microcomputer Sutherland Campus	4 semesters	83-01-21
Electronics Engineering Technician - Microcomputer Sutherland Campus	52 weeks	83-01-21
Electronics Engineering Technician - Telephone Systems Sutherland Campus	4 semesters	83-01-21
Electronics Engineering Technician - Telephone Systems Sutherland Campus	52 weeks	83-01-21
Electrical Engineering Technician Sutherland Campus	52 weeks	83-01-21

SIR SANDFORD FLEMING COLLEGE (cont'd)

	<u>Term</u>	<u>Approved</u>
Computer Programmer Sutherland Campus	4 semesters	83-02-18
Computer Programmer Sutherland Campus	64 weeks	83-02-18
Geoscience Data Technician Frost Campus	52 weeks	83-02-18

Policy Regarding Education in the French Language in CAATs

There are two approaches to the education of French-speaking students in the colleges of applied arts and technology. In one of them, French-speaking students are provided with educational programs in the French language. In the other, some courses and/or educational programs are provided in both official languages. The policy of the Council of Regents encompasses both approaches.

The council maintains the position that the primary objectives of the colleges are to:

- prepare young people to enter the world of work; and
- assist adults in improving themselves or in preparing themselves for different or better jobs.

With this in mind, the council has adopted the following resolutions:

- That any college in an area where a recognizable percentage of the population is French-speaking offer some courses and/or programs in the French language, subject to sufficient enrolment under current program regulations, in order to serve graduates from French-language instructional units as well as French-speaking adult students in continuing education. A milieu where French-speaking students feel at home is essential. It is understood that, where French-speaking students need to improve their English-language skills, appropriate facilities for that purpose are or will be made available.
- That the bilingual or French-language learning resources

developed at a college be shared with other colleges that are also developing bilingual programs in order to minimize the cost of such programs across the province.

Recommendations to the Minister

Number	Date	Title of Resolution	Minister's Response
146-1	82-04-29	Recognition of OACETT as an Accrediting Body	Approved
146-2	82-04-28	Salary Policy Line Recommendations for College Administrative Staff Effective April 1, 1982	Returned
147-1	82-05-26	Salary Policy Line Recommendations for College Administrative Staff Effective April 1, 1982 (Modified)	Returned
147-2	82-05-26	Tuition Fees for Part-time Foreign Students	Approved
147-3	82-05-26	Recognition of The Canadian Medical Association as an Accrediting Body	Approved
148-1	82-06-10	Salary Policy Line Recommendations from College Administrative Staff, Effective April 1, 1982 (Modified)	Approved
148-2	82-08-27	Recognition of OACETT as an Accrediting Body	Approved
148-3	82-10-19	Non-Cash Compensation for College Presidents	Approved with provisions
150-1	82-10-22	Ad Hoc Adjustment to Pensions	Accepted
150-2	82-10-22	Collection of Fees for External Agencies	Accepted
150-3	82-10-22	Disposition of Funds Received from the Sale of College Real Property	Accepted with modified wording
150-4	82-11-12	Inclusion of the Salary Range for Positions at 2676 Hay Points in the Salary Chart for Colleges of Applied Arts and Technology	Approved
152-1	82-12-20	Rationalization Plan for French and Bilingual College Programs	Accepted
153-1	83-01-25	Salary Policy Line Recommendations for College Administrative Staff Effective January 1, 1983	Accepted with modified wording

153-2	83-01-25	Approval of Seneca College Lease for Fairmeadow Public School	Accepted
154-1	83-02-25	Request for Sale of Property by Confederation College to the Thunder Bay Conservation Authority	Accepted

Past Members of the Council of Regents

Charter Members (January 1966)

Dr. H.H. Kerr, Toronto (Chairman)

Dr. O.E. Ault, Ottawa

Mr. J.E.J. Fahlgren, Red Lake

Mr. R.A. Hay, Toronto

Mr. W. Ladyman, Toronto

Dr. M.E. Lucyk, Toronto

Miss M. Macauley, Toronto

Dr. J.B. McClinton, Timmins

Mr. W.F. McMullen, Peterborough

Dr. Gerald Maher, Don Mills

Mr. J.F. O'Neill, Sault Ste. Marie

Professor D.M. Smyth, Toronto

Dr. R.J. Uffen, Ottawa

Mr. R.L. Whittington, Chatham

Other Past Members

Mr. D. Brousseau, Kapuskasing (January 1967)

Mr. D.O. Davis, Ancaster (April 1967)

Mrs. C. Armstrong, Streetsville (February 1970)

Mr. J.D. MacFarlane, Toronto (February 1970)

Rev. Dr. R. Stackhouse, Toronto (February 1970)

Mr. W.A.K. Jenkins, London (April 1970)

Mr. G.R. Wooll, St. Catharines (February 1970)

Dr. D.T. Wright, Toronto (October 1970)

Mr. D.D. McGeachy, London (November 1972)

Ms. B. Heately, Toronto (January 1973)

Miss J.C. MacDonald, Toronto (January 1973)

Mr. F.L. Corcoran, Ottawa (February 1973)

Mr. B. Parent, Ottawa (February 1973)

His Honour W.R. Dupont, Cochrane (January 1975)

Mr. L.M. Johnston, Belleville (January 1975)

Mr. H. Nokes, Peterborough (January 1975)

Mrs. C. Lavigne, Cornwall (January 1975)

Mrs. H.S. Finley, Kingston (February 1976)

Dr. W.H. Gerhart, Parry Sound (February 1976)

Mr. J.A. Turner, Mississauga (January 1976)

Miss A. Zonneveld, Cambridge (April 1977)

Mr. J. Welsh, Petrolia (January 1980)

Appendix A: Provincial Consultative Committees for College Programs

This list includes provincial consultative committees, ad hoc steering committees, and task forces reporting directly or indirectly to the Council of Regents. In addition to these committees, the council is aided in making decisions about educational programs in the colleges by the following two groups, which are not responsible to the council:

- The National Advisory Council on Marine Training, Central Region; and
- The National Advisory Committee to the Department of Transport on Training and Licensing of Aircraft Maintenance Personnel.

The contribution of these bodies to the planning of college programs is gratefully acknowledged.

Provincial Consultative Committee for Architectural Technology Programs

- Mr. W.M. Stafford, Ontario Association of Architects, Toronto (Chairman)
- Mr. B.T. Atkins, Ontario Association of Architects, Toronto
- Mr. J. Carmichael, Agincourt
- Mr. J. Crook, Ontario Association of Architectural Technologists of Ontario, Toronto
- Mr. J. Filipovic, Confederation College, Thunder Bay
- Mr. J. Keighley, Algonquin College, Ottawa
- Mr. P. Kuppe, Building Commissioner for the City of Hamilton
- Mr. S. Mendiratta, Mohawk College, Hamilton
- Mr. J. Metcalfe, Humber College, Rexdale
- Mr. J.N. Pretty, Beaver, Cook & Leitch Ontario Limited, Toronto
- Mr. R. Waites, George Brown College, Toronto
- Mr. P. Warren, Parkin Partnership, Toronto
- Mr. H. Demeris, Ministry of Colleges and Universities (Secretary)

Ad Hoc Provincial Advisory Committee on
Chiroprody Programs

Miss R. Borowska, Ministry of Colleges and Universities
(Chairman)

Dr. D. Atkins, George Brown College, Toronto
Mrs. N. Clark, Ontario Hospital Association, Toronto
Mr. C. Freebairn, George Brown College, Toronto
Dr. D. Lawee, Toronto General Hospital
Mr. D.E. Light, George Brown College, Toronto
Mrs. W. Plachta, Toronto General Hospital
Dr. G. Reid, Ministry of Health, Toronto
Dr. D.M. Schatz, Toronto Institute of Medical Technology

Provincial Consultative Committee - Heating,
Refrigeration, and Air Conditioning

Mr. A.B. Cameron, Carrier Air Conditioning
(Canada) Ltd., Bramalea (Chairman)
Mr. B. Barnett, London Metal Services Limited
Mr. W.N. Drake, Ministry of Consumer and Commercial
Relations
Mr. J. Gallagher, E.S. Gallagher Sales Ltd., Toronto
Mr. D. Geddes, Heating, Refrigeration, and Air Conditioning
Institute, Islington
Mr. J.R. Hartman, Ontario Refrigeration and Air Conditioning
Contractors Association, Sudbury
Mr. J.W. Ingram, Ontario Petroleum Association, Downsview
Mr. R. Johnson, I.C.G. Energy Products, North York
Mr. W.F. Marshall, Marshall Refrigeration Co. Ltd., Leaside
Mr. F. Murphy, L. Villeneuve Limited, Toronto
Mr. B. Nizich, Canada Employment and Immigration Commission,
Toronto
Mr. N. Plummer, Refrigeration Workers of Ontario, Local Union 787
Downsview
Mr. W. Podd, Refrigeration Workers Union, Local 787, Downsview
Mr. G. Takata, Niagara College, Welland

Ad Hoc Provincial Consultative Committee on
Dental Auxilliary Programs

Mrs. A.J. Quaniatini, Cambrian College, Sudbury (Chairman)
Ms. M. Deichert, Ontario Dental Nurses and Assistants Association
Ms. J. Eby, Fanshawe College, London
Mr. J.C. Gillies, Ontario Dental Association
Mr. F. Habermehl, Niagara College, Welland
Dr. B. Hord, University of Toronto
Mrs. D. Lang, Ontario Dental Hugienists' Association
Dr. D. McFarlane, College of Dental Surgeons
Miss C.K. Ono, Seneca College, Toronto
Dr. K. Ryan, Ministry of Health
Mr. H. Demeris, Ministry of Colleges and Universities (Secretary)
Ms. L. Strevens, Royal College of Dental Surgeons (Resource)
Ms. K.A. Wagner, Ministry of Health (Resource)

Provincial Consultative Committee for Law and
Security Administration Programs

Assistant Commissioner C.A. Naismith, Ontario
Provincial Police (Chairman)

Chief Constable H.V. Basse, Ontario Association
of Chiefs of Police

Mr. L.W. Godfree, Ontario Police College

Mr. T. Johnston, Ontario Police Association

Mr. T. Keightley, Ontario Police Commission

Mr. C. MacFarlane, Ontario Colleges of Applied
Arts and Technology

Dr. C. MacLeod, Municipal Police Governing
Authorities

Ms. N. O'Connor, Ministry of the Solicitor General

Mr. R. Warman, Georgian College, Barrie

Ms. B.A. Shields, Ministry of Colleges and
Universities

Provincial Consultative Committee for Survey
Programs

Mr. B.T. Davies, Horton & Wallace Limited,
Whitby (Chairman)

Mr. W. Carr, Algonquin College, Ottawa

Mr. R.C. Cooper, Municipal Offices Burlington

Mr. I. Hale, Ryerson Polytechnical Institute,
Toronto

Mr. J. Konga, Rexdale

Mr. D.W. Lloyd, Fanshawe College, London

Mr. P.J. McGuinness, George Brown College,
Toronto

Mr. T.J. McGuinness, Niagara College, Welland

Mr. J. Martin, Association of Certified Survey
Technologists of Ontario, Toronto

Mr. D.J. Smith, Northern College, South
Porcupine

Mr. J. Srom, Humber College, Rexdale

Mr. H. Demeris, Ministry of Colleges and
Universities (Secretary)

Provincial Advisory Committee on Nursing Education

Dr. A.L. Linton, University of Western Ontario and
Victoria Hospital Corporation, London (Chairman)
Miss I. Bajnok, Ryerson Polytechnical Institute, Toronto
Miss P. Dawdy, Brant Avenue Lodge, Brantford
Mr. F. Habermehl, Niagara College, Welland
Mr. R.E. Hahn, Kitchener-Waterloo Hospital Commission
Mr. John R. Haslehurst, Women's College Hospital, Toronto
Miss P.E. Kirkby, Lambton College, Sarnia
Mrs. J. Lord, York Central Hospital, Richmond Hill
Miss D. Monteith, Ministry of Health
Miss D. Rilett, Ministry of Education
Mrs. P.D. Scott, Confederation College, Thunder Bay
Mrs. B.L. Snider, Kingston General Hospital
Miss H. Yamashita, George Brown College, Toronto
Mrs. S. Zerr, University of Ottawa
Miss Regina Borowska, Ministry of Colleges and Universities
Miss J. Legg, College of Nurses of Ontario (Resource)

Provincial Educational Review Committee of the Ontario
Council of Health

Dr. B. Kain, Queen's University, Kingston (Chairman)
Dr. D. Alton, The Hospital for Sick Children, Toronto
Dr. S. Bah, Fanshawe College, London
Miss R. Borowska, Ministry of Colleges and Universities
Ms. W. Gerhard, Laurentian University, Sudbury
Miss L.H. Parsons, Oakville-Trafalgar Memorial Hospital
Dr. A. Scott, University of Toronto
Mr. H. Demeris, Ministry of Colleges and Universities (Resource)
Mrs. B. Khan, Ontario Council of Health (Secretary)
Miss L. Truax, Ministry of Health (Resource)



Ministry of
Colleges and
Universities

Hon. Keith C. Norton, Q.C., Minister
George R. Podrebarac, Deputy Minister

**The Ontario
Council of
Regents
for
Colleges of
Applied Arts
and Technology**

1983-84

Annual Report

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The Ontario Council of Regents
for Colleges of Applied Arts and Technology

ANNUAL REPORT

APRIL 1, 1983 to MARCH 31, 1984

Mowat Block, Queen's Park
Toronto, Ontario M7A 1L2

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Letter of Transmittal

December 30, 1984

The Honourable Bette Stephenson
Minister of Colleges and Universities

Dear Dr. Stephenson:

On behalf of the members of the Ontario Council of Regents for Colleges of Applied Arts and Technology, I am pleased to submit the annual report covering the period April 1, 1983 to March 31, 1984. This period was both important and productive in the brief history of the college system in that questions of accountability, technological change, and roles and responsibilities of the Council of Regents received greater attention. While these areas are dynamic in nature and require continuous monitoring, it is Council's belief that significant progress was achieved.

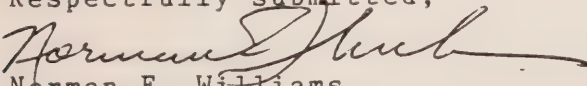
The scope and approach to operational reviews was addressed, resulting in a number of colleges initiating interim review mechanisms using industrial models. Ministry staff implemented a very effective productivity model which must now be integrated with the Multi-Year Plan and Operational Review process. The regulation changes of the spring of 1982 impacted the board appointment process for the first time.

During this period colleges received large capital grants for the purchase of CAD/CAM and other high technology equipment. In Council's view, the government's vision in this matter should be applauded in that the Ontario system is as well equipped as any similar group of institutions in North America. The infusion of this state of the art technology has resulted in both the introduction of new programs and the restructuring of many existing courses in areas where job opportunities are occurring.

As a result of the Sunset Review process, the Council of Regents was defined as an operational agency. The resultant Memorandum of Understanding was a healthy beginning to what must become a continuous process of examining the structures of governance required to shape our institutions to be responsive to needs now and in the future.

The following report contains the names of many people serving our college system. The Council also wishes to recognize the contribution of the thousands of Ontario citizens who serve on the Program Advisory committees.

Respectfully submitted,


Norman E. Williams
Chairman

Members of the Council of Regents, 1983-84

Mr. N.E. Williams (Chairman)
Toronto

Miss L. Barr
Toronto (1985)

Mr. W.K. Caldwell
Barrie (1984)

Mr. D.W. Coleman
London (1985)

Mrs. D. Gallinger
Ottawa (1984)

Mrs. J. Guertin
Kapuskasing (1986)

Mr. R. Hainsworth
Toronto (1986)

Mrs. M. Hale
Ottawa (1984)

Mr. F.H. Kane
Willowdale (1986)

Mr. S.E. Lovell
Oshawa (1984)

Dr. L. Lukenda
Sault Ste. Marie (1985)

Dr. M. Neelands
Thunder Bay (1985)

Dr. D.N. Omand
Mississauga (1983)

Mr. W.Y. Reno
Toronto (1985)

Dr. D. Schatz
Toronto (1985)

Mr. F.W. Sheridan
Sudbury (1984)

Mr. J.A. Stewart
Alisa Craig (1984)

Mr. E.A. Taylor
Hamilton (1984)

Mrs. D. Murdoch
Executive Secretary

*Note: Members' current terms expire December 31 of the year shown in parentheses. The members listed have served all or part of the fiscal year.

Members of the Standing Committees, 1983-84

Period: April 1, 1983 - December 31, 1983

Executive Committee

Mr. N.E. Williams (Chairman)
Mr. D.N. Omand (Vice-Chairman)
Mr. W.K. Caldwell
Mr. F.H. Kane
Dr. D. Schatz
Mr. E.A. Taylor

Mrs. D. Murdoch (Secretary)

Administrative and Student Affairs Committee

Mr. F.H. Kane (Chairman)
Miss L. Barr
Mr. S.E. Lovell
Mr. W.Y. Reno

Mr. R. Myron (Secretary)

Program Committee (Business, Applied Arts, Social and Health Services)

Dr. D. Schatz (Chairman)
Mrs. D. Gallinger
Dr. M. Neelands
Mr. J.A. Stewart

Ms. J. Poglitsch (Secretary)

Program Committee (Technical)

Mr. W.K. Caldwell (Chairman)
Mrs. M. Hale
Mr. D.N. Omand

Mr. H. Demeris (Secretary to July 1983)
Mr. J. I'Anson (Secretary)

Staff Affairs Committee

Mr. E.A. Taylor (Chairman)
Mr. D.W. Coleman
Dr. L. Lukenda
Mr. F.W. Sheridan

Mr. A. Pesce (Secretary)

Period: January 1, 1984 - March 31, 1984

Executive Committee

Mr. N.E. Williams (Chairman)
Dr. D. Schatz (Vice-Chairman)
Mr. F.H. Kane
Mr. F.W. Sheridan
Mr. J.A. Stewart

Mrs. D. Murdoch (Secretary)

Administrative and Student Affairs Committee

Mr. F.W. Sheridan (Chairman)
Mr. W.K. Caldwell
Mrs. J. Guertin
Mr. R. Hainsworth

Mr. R. Myron (Secretary)

Program Committee (Business, Applied Arts, Social and Health Services)

Mr. J.A. Stewart (Chairman)
Miss L. Barr
Mrs. D. Gallinger

Ms. J.A. Poglitsch (Secretary)

Program Committee (Technical)

Mr. F.H. Kane (Chairman)
Mr. D.W. Coleman
Dr. M. Neelands

Mr. J. I'Anson (Secretary)

Staff Affairs Committee

Dr. D. Schatz (Chairman)
Mr. S.E. Lovell
Dr. L. Lukenda
Mr. E.A. Taylor

Mr. A. Pesce (Secretary)

Members of Special Committees and Subcommittees, 1983-84

In addition to the standing committees, the Council of Regents has established a number of special committees and subcommittees for specific purposes. The council is most appreciative of the contribution of time and effort by the busy people who serve on these committees without recompense. The success of the colleges of applied arts and technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Collective Bargaining Steering Committee

Mr. N.E. Williams, Council of Regents (Chairman)
Mr. G.B. Allan, Lambton College
Mr. G. Bainbridge, Fanshawe College
Mr. T.J. Blundell, Cambrian College
Mr. J. Code, Sault College
Mr. W. Cruden, St. Lawrence College
Mr. B.E. Curtis, Confederation College
Mr. J.L. Davison, Humber College
Mr. A.R. Devlin, Centennial College
Mr. M. Garland, Durham College
Miss L. Gauthier, Northern College
Dr. M. Hewgill, Canadore College
Mr. P. Killeen, Algonquin College
Mr. P. Lassaline, Sir Sandford Fleming College
Mr. S.E. Lovell, Council of Regents
Dr. L. Lukenda, Council of Regents
Mr. P. Matthews, Sheridan College
Mr. W. Norrison, Seneca College
Mr. J. Podmore, Conestoga College
Mr. J. Saso, Georgian College
Dr. D. Schatz, Council of Regents
Mr. W.R. Stanyer, Niagara Falls
Mr. E.A. Taylor, Council of Regents
Mr. J. Turner, George Brown College
Mr. A.J. Whitmore, Mohawk College
Mr. H. Young, Loyalist College
Mrs. G. Zubyk, St. Clair College

Mrs. D. Murdoch, Executive Secretary, Council of Regents
(Secretary)

Mr. A. M. Pesce, Ministry of Colleges and Universities
Mr. D. R. Dean, Ministry of Colleges and Universities
Mr. I. McArdle, Ministry of Colleges and Universities
Mrs. B. Robinson, Ministry of Colleges and Universities
Mr. H. E. Smith, Ministry of Colleges and Universities

Employee/Employer Relations Committee (Academic Staff)

Management

Mr. T. Blundell, Cambrian College
Mr. D. Guptill, Humber College
Mr. J. Martin, Conestoga College
Mr. D. White, Fanshawe College
Mr. B. Wray, Sheridan College
Mr. A. M. Pesce, Ministry of Colleges and Universities
Mr. I. McArdle, Ministry of Colleges and Universities

Union

Mr. G. Bruce, OPSEU - Headquarters
Ms. G. Hancock, Algonquin College
Mr. R. Kelly, St. Lawrence College
Mr. E. Lord, George Brown College
Mr. R. Martin, Sheridan College
Mr. C. McKay, Niagara College

Employee/Employer Relations Sub-Committee (Support Staff)

Management

Mrs. H. Carson, Georgian College
Mr. G. Crombie, Cambrian College
Mrs. G. Zubyk, St. Clair College
Mr. A. M. Pesce, Ministry of Colleges and Universities
Mr. D. Dean, Ministry of Colleges and Universities

Union

Ms. B. Allan, Algonquin College
Mr. A. Bekerman, OPSEU - Headquarters
Mr. A. Denomme, Cambrian College
Ms. D. Soule, Loyalist College
Ms. S. Vallance, Seneca College

Grievance and Arbitration Sub-Committee

Mr. R. Devlin, Centennial College (Chairman)
Mr. P. Matthews, Sheridan College
Mr. J. Saso, Georgian College
Mr. W. Stanyer, Niagara College
Ms. B. Robinson, Ministry of Colleges and Universities
Ms. Kehimkar, Ministry of Colleges and Universities

Long-Range Planning Sub-Committee

Mr. F. Sheridan, Council of Regents
Mr. G.B. Allan, Lambton College
Mr. J. Code, Sault College
Mr. J.L. Davison, Humber College
Dr. M. Hewgill, Canadore College
Mr. J. Podmore, Conestoga College
Mr. A.M. Pesce, Ministry of Colleges and Universities

Joint Arbitration Scheduling Committee

Management

Mr. R. Devlin, Centennial College
Ms. B. Robinson, Ministry of Colleges and Universities
Ms. S. Kehimkar, Ministry of Colleges and Universities

Union

Ms. E. Andrews, Fanshawe College
Mr. H. Halpenny, Niagara College
Mr. W. Krawczyk, Lambton College
Mr. B. Kuehnbaum, Cambrian College
Mr. L. Liddle, St. Lawrence College
Mr. M. Mohammed, OPSEU - Headquarters

Joint Educational Qualifications Sub-Committee

Management

Mr. W. Glaser, Sheridan College
Mr. D. Gross, Conestoga College
Mr. M. Winrow, St. Lawrence College
Ms. B. Robinson, Ministry of Colleges and Universities
Ms. S. Kehimkar, Ministry of Colleges and Universities
(Secretary)

Union

Mr. J. Dunlop-Addley, Fanshawe College
Mr. R. Hebdon, OPSEU - Headquarters
Mr. C. McKay, Niagara College
Mr. H. Mollon, Mohawk College

Joint Insurance Committee (Academic Staff)

Management

Mr. T. Fletcher, Humber College
Ms. L. Garner, Conestoga College
Mr. I. McArdle, Ministry of Colleges and Universities
Ms. S. Bullock, Ministry of Colleges and Universities
Mr. H. Smith, Ministry of Colleges and Universities

Union

Mr. M. Grunwell, Fanshawe College

Mr. W. Harrison, Conestoga College
Mr. R. Kelly, St. Lawrence College
Ms. S. McVittie, OPSEU - Headquarters
Mr. H. Plummer, Loyalist College

Joint Insurance Committee (Support Staff)

Management

Mr. N. Fraser, Loyalist College
Mrs. G. McRae, Algonquin College
Mr. H. Smith, Ministry of Colleges and Universities
Ms. S. Bullock, Ministry of Colleges and Universities

Union

Ms. B. Allan, Algonquin College
Mr. E. C. Downer, Sir Sanford Fleming College
Mr. K. Gennings, Conestoga College
Ms. S. McVittie, OPSEU - Headquarters
Ms. J. Pflanzner, St. Clair College

Negotiating Committee (Academic Staff)

Mr. T. Blundell, Cambrian College
Mr. D. Guptill, Humber College
Mr. J. Martin, Conestoga College
Mr. R. Rork, Sir Sanford Fleming College
Ms. D. Wello, Seneca College
Mr. B. Wray, Sheridan College
Mr. I. McArdle, Ministry of Colleges and Universities
Mrs. B. Robinson, Ministry of Colleges and Universities

Negotiating Committee (Support Staff)

Mrs. H. Carson, Georgian College
Mr. G. Crombie, Cambrian College
Mr. A. Martin, St. Lawrence College
Mr. G. Pevere, Niagara College
Mr. H. Rundle, Fanshawe College
Mr. J. Turner, George Brown College
Mr. D. Dean, Ministry of Colleges and Universities
Mrs. B. Robinson, Ministry of Colleges and Universities

Pension Consultative Committee

Management

Mr. H. Nokes, Council of Regents (Chairman)
Mr. D. Baron, O.M.E.R.S.
Mr. D. Guptill, Humber College
Mr. R. A. Hinds, Centennial College
Mr. J. T. Wallace, Humber College
Mr. H. Smith, Ministry of Colleges and Universities

Union

Ms. Bev Allan, Algonquin College
Mr. E.C. Downer, Sir Sandford Fleming College
Ms. G. Hancock, Algonquin College
Ms. S. McVittie, OPSEU - Headquarters
Mr. R. Martin, Sheridan College

Provincial Job Evaluation Committee

Mr. J.L. Davison, Humber College (Chairman)
Mr. D. Butler, Canadore College
Mr. B. Hurly, Cambrian College
Mr. P. Lassaline, Sir Sandford Fleming College
Mr. P. Matthews, Sheridan College
Mr. H. Kirkconnell, Durham College
Mr. D. Dean, Ministry of Colleges and Universities

Standing Committee on Terms and Conditions of Employment
(Administrative Staff)

Dr. Wm. Stoddart, Seneca College (Chairman)
Mr. G. Bertrand, Cambrian College
Mr. J. Podmore, Conestoga College
Mr. D. Shields, Sheridan College
Mr. I. McArdle, Ministry of Colleges and Universities

Support Staff Classifications Sub-Committee

Ms. J. Balasak, Niagara College (Chairman)
Mr. P. Mageau, Northern College
Mr. P. Myers, Fanshawe College
Ms. G. McRae, Algonquin College
Ms. R. Spargo, Seneca College
Mrs. B. Robinson, Ministry of Colleges and Universities

Duties and Responsibilities of the Council of Regents

The Council of Regents is composed of a full-time chairman and fifteen laypersons, who serve three-year terms of office. The council meets two to three days a month to conduct business. All members are appointed by the Executive Council of the Ontario government in such a manner as to represent as broad a spectrum of the citizens of the province as possible. For efficiency, council business is channelled through an executive committee and four standing committees. The division of responsibilities among the committees is designed to equalize the workload as much as possible.

The Executive Committee consists of the chairman and vice-chairman of the council and the chairman of each of the four standing committees. The committee provides consultation and assistance to the chairman on council business and acts on matters of emergency that must be dealt with between council meetings.

The Administrative and Student Affairs Committee deals with board appointments and administrative matters relating to the colleges. This committee also deals with all student affairs other than the actual educational programs.

The Program Committee (Business, Applied Arts, Social and Health Services) considers applications for new programs and program changes and evaluates continuing programs in the fields of business, applied arts, social services, and health.

The Program Committee (Technical) considers applications for new programs and program changes, and evaluates continuing programs in the technical area.

The Staff Affairs Committee is responsible for collective bargaining for both the academic and support staff units and for recommending salary scales and conditions of employment for management staff, who are excluded from the bargaining units.

Recommendations from the standing committees are brought to the plenary sessions of the entire council for executive action or recommendation to the minister, as required by regulations.

Most meetings are held at colleges of applied arts and technology to provide an opportunity for the college community and council members to discuss areas of mutual interest and concern. Council members meet with the board of governors of the college hosting the monthly meeting. The meeting allows an informal, round-table discussion, at which time the board may bring to the council any concerns that the governors may have in reference to their college or region or to provincial or system-wide issues. In addition, council members meet with local and regional student representatives and take tours of the college.

The Council of Regents also participates each year in an annual conference with members of the boards of governors of the colleges.

Executive Authority

Collective bargaining. Under authority of the Act Respecting Collective Bargaining for Colleges of Applied Arts and Technology (1975), the council acts on behalf of boards of governors of the colleges in collective bargaining with representatives of college employees.

Delegated Authority

Boards of governors. The council appoints all twelve members

to the board of governors of each college and provides the formula for municipal nominees where the college area comprises two or more municipalities.

Master plans. The master plans of the colleges, and any modifications thereto, are submitted to the Council of Regents for approval. The council may modify or alter the plans before forwarding them to the minister for final approval. This includes such changes to the master plans as the establishment of new campuses; the purchase, sale, or transfer of property; and the establishment of new buildings not in previously approved plans.

Multi-year plans. The council is responsible by regulation for determining the content, format, and timing of the multi-year plans of the colleges, which are submitted to the council. The council visits each college every second year to discuss with its board of governors the implications of their plan. The ministry supports the council in analysing the plans.

Program approvals. The approval of new and modified educational programs is delegated to the Council of Regents. The council consults with the minister before approval is given to any program involving a change of government policy.

Policy Determinations

The Council of Regents assists the minister in the development of policy for colleges of applied arts and technology by

initiating studies or by considering issues referred to it by the minister. In either case, the council's recommended policy statements are submitted directly to the minister for consideration.

Meetings of the Council of Regents

During the period from April 1, 1983 to March 31, 1984, the Council of Regents held ten regular meetings, seven of which included visits to colleges. The February meeting was held concurrently with the annual conference of the Association of Colleges of Applied Arts and Technology of Ontario (ACAATO). Meetings held in conjunction with colleges included discussions and/or meetings with students, staff, and governors.

Representatives of the Committee of Presidents and ACAATO attended all regular meetings of the council except the June policy meeting. Their participation is appreciated, both for their valuable contribution to the deliberations of the council and as a method of maintaining communication between the council and college boards and presidents.

Meetings

- 156 April 20-22, 1983 at Georgian College, Barrie, and the Holiday Inn Hotel
- 157 May 18-20, 1983 at Niagara College, Welland, and the Sheraton Brock Hotel
- 158 June 22-24, 1983 at Kempenfelt Centre, Barrie
- 159 September 21-23, 1983, at the Renaissance Hotel, Scarborough
- 160 October 19-21, 1983, at Cambrian College, Sudbury, and the Sheraton-Caswell Inn
- 161 November 16-18, at St. Lawrence College-St. Laurent, Cornwall, and the Best Western Parkway Inn

162 December 7-9, 1983, at Sheridan College, Oakville, and
the Holiday Inn

163 January 18-20, 1984 at Lambton College, Sarnia, and the
Drawbridge Inn

164 February 15-17, 1984, at the King Edward Hotel, Toronto

165 March 21-23, 1984 at George Brown College, Toronto, and
the Chelsea Inn

Student Meetings

With each college visit the council held meetings with the
local student-association representatives. In addition, four
regional meetings were held with college student presidents.

Reports of the Standing Committees

Executive Committee

During 1983-84 the Executive Committee met twice. One meeting was held during the summer to deal with a number of issues that had arisen since the last meeting of the full council. The other meeting was held in December in order to discuss the Memorandum of Understanding with the deputy minister.

Administrative and Student Affairs Committee

The Administrative and Student Affairs Committee reviewed nominations for vacancies on college boards of governors and recommended action to the full council on reappointments and new appointments.

In addition, a broad range of administrative and student issues were examined. The following are some of the more significant issues that were considered:

- a request from St. Lawrence College for approval to sell property to the City of Cornwall;
- the 1983 Capital Acceleration Program announced in the 1983 Ontario Budget;
- a proposal by Durham College to establish a satellite campus in Pickering;
- a request from Georgian College for approval to sell their Orillia property;
- the revised Master Plan of Canadore College;
- the practice of imposing a penalty for late payment of fees;
- regional priority;

- fundraising by colleges and college foundations;
- a proposal by Mohawk College to improve access of the physically handicapped to college services and to employment;
- a request by Sir Sandford Fleming College to acquire property;
- a request for approval of a new leased space by Sheridan College.

Program Committee (Business, Applied Arts, Social and Health Sciences)

The Program Committee reviewed college proposals for new programs and program changes and acted upon them by recommending approval, further development, or non-approval. New program approvals are listed on pp. 34-54 of this report.

In addition to action on individual program proposals, the committee's activities included the following:

- receipt of the report of the Registered Nurses Association of Ontario. "Baccalaureate Nursing Preparation: Entry Level to Practice as a Registered Nurse";
- consideration of an alternate mechanism for the review of health science programs, to replace the Provincial Educational Review Committee, which was discontinued by the Ontario Council of Health;
- receipt of a status report on George Brown College's Clinical Methods in Orthotics/Prosthetics program;
- receipt of an evaluation report on Mohawk College's Occupational Therapy program;
- receipt of an evaluation report on St. Clair College's Registered Nurse - Introduction to Nursing Management program;

- receipt of an interim report from the College of Nurses of Ontario. "Report of the Task Force on the Role of the R.N.A., June 6, 1983";
- request for a review of medical technology programs;
- receipt of the annual report of the Provincial Consultative Committee for Early Childhood Education;
- receipt of the annual report of the Provincial Advisory Committee on Law and Security Administration (Police Component) Programs;
- revision of program standards and admission requirements for Nursing Assistant programs.

Program Committee (Technical)

The Program Committee reviewed college proposals for new programs and program changes and acted upon them by recommending approval, further development or non-approval. New program approvals are listed on pp. 34-54 of this report.

In addition to action on individual program proposals, the committee's activities included the following:

- receipt of a report on natural resources education from the principal of Sir Sanford Fleming College's School of Natural Resources and Centre for Advanced Resources Measurement and Assessment;

- receipt of a report on Canadore College's review of the Helicopter Pilot training program;
- request for a review of the extent of non-semestered programming in the colleges;
- discussion of the purpose and format of Provincial Training Profiles (joint with the Program Committee's B.A.S.H.);
- discussion and reaffirmation of policy stating that place of residence in Ontario shall not be grounds for rejection of an applicant to a program;
- request for review of the use of provincial program quotas and development of a policy.

Staff Affairs Committee

The Staff Affairs Committee dealt with a variety of matters related to the terms and conditions of employment of administrative staff, support staff, and faculty. The following is a list of some of the more noteworthy issues:

- After a review of the funding structure, the support, academic, and administrative policies with Sun Life Assurance Company were renewed.
- the Council of Regents approved a 4 per cent ad hoc adjustment to the colleges of applied arts and technology pensioners.
- the council approved the mandate for collective bargaining for both support staff and academic staff.
- the council addressed and acknowledged the impact of both Bill 179 and Bill 111 on compensation plans.
- the council approved a draft of the revised terms and conditions of employment for administrative employees.
- the council authorized and approved the gathering of and maintaining of a data base to assist the administration of salaries to administrative staff.
- the council issued a directive to colleges regarding the utilization of excluded support staff.
- the council approved the general guidelines to apply to contracts between college boards of governors and their presidents.
- the council approved and recommended to the minister the policy for administrative employees for 1984 within the provincial government's compensation guidelines.

Appointments to Boards of Governors

The Council of Regents has the responsibility for appointing the twelve members of the boards of governors for each of the colleges.

The policies of the Council of Regents regarding college-based appointments are set forth below. The policies are intended to ensure that the requirements of Regulation 201 (Ministry of Colleges and Universities Act) are applied equitably and consistently. The council may, on occasion, deem it necessary to make exceptions to one or more of the policies in order to serve the best interests of a college.

- The Council of Regents accepts nominations for governors from any individual or organization. The source of each nomination is kept in confidence. Nominations are maintained in an active file for a reasonable length of time for the council's review as vacancies arise. College boards will be given the opportunity of commenting on all nominations from other sources prior to their consideration by the council.
- In determining the appointment of eight of the governors, the council will request that at least three nominations for each vacancy be submitted by the board.
- In determining the appointment of four of the governors, the council will request at least three nominations for each vacancy from the designated municipalities in the college area. If the designated municipal council does not submit at least three nominations, the council will consider nominations from other sources.

- When the term of a governor who is eligible for reappointment expires, the board or the designated municipal council may request the reappointment of the incumbent. The college will be required to submit to the council a report of the attendance of the incumbent at all board and subcommittee meetings during the period of his/her service. Additional nomination forms from the board, the designated municipal council, or the active file may also be considered by the council.
- Governors normally take office on the first day of January in the year following their appointment. However, where a new governor has not been appointed by January 1, the incumbent may remain in office until the new appointment is made.
- The normal term of appointment is three years. The maximum number of consecutive years a governor may serve is six. However, section 3(4) of Regulation 640 provides that terms of less than three years may be made, and section 3(6) provides that the maximum of six consecutive years may be extended. The main purpose of these provisions is to give the council the necessary flexibility to establish a regular sequence of rotation for each board.
- For the purpose of calculating a governor's total length of service, a partial year will be counted as a full year when the appointment commences before July 1. Terms which commence after July 1 will not be included in the calculation.

The council specifically seeks as board members men and women who:

- represent various parts of the college's geographic area;
- are active in volunteer and community organizations;
- represent a significant population of cultural groups within the college area;
- have served efficiently on college advisory committees;
- are recognized representatives of the labour movement;
- are recent college graduates and can represent the student viewpoint;
- represent local business and industry; or
- represent various professions.

The complete list of governors of the colleges of applied arts and technology, as of March 31, 1984, follows:

Algonquin College

Mr. K. B. Bruun, Carleton Place; Mr. D. Doyal, Kanata; Mr. D. Handley, Ottawa; Mr. L. E. Jodoin, Ottawa; Mr. D. C. MacDonald, Ottawa; Ms. K. Marshall, Ottawa; Mr. P. L. Morel, Ottawa; Dr. H. H. J. Nesbitt, Ottawa; Mr. N.N. Prager, Pembroke.

Municipal representatives: Mr. J. A. Cochran, Almonte; Mrs. C. J. Dobell, Ottawa; Mrs. L. J. McIntosh, Gloucester; Mr. E. Raymond, Rockland.

Cambrian College

Mr. G. E. Boyce, Sudbury; Mr. R. J. Brailey, Falconbridge;

Mr. R.E. Laamanen, Copper Cliff; Mr. A. Lefreniere, Sudbury; Mr. G.C. Levac, Sudbury; Dr. B.G. Lynch, Sudbury; Mr. F.S. Soroichinsky, Copper Cliff; Ms. E.M. Turcott, Sudbury; Mrs. G.A. Yanchuk, Val Caron.

Municipal representatives: Mr. A.A.E. Fex, Lively; Mr. J.A. Little, Little Current; Mrs. D. Marleau, Sudbury; Mr. D. McMullan, Espanola; Mr. P. Wong, Sudbury.

Canadore College

Mr. B.C. Barrington, Sturgeon Falls; Mrs. L. Duchesneau-McLachlan, North Bay; Mr. P. Goulais, Sturgeon Falls; Mr. P. LaFrance, North Bay; Mr. R.J. Martyn, North Bay; Mr. S.J. Oaks, Callander; Mr. L.P. Richard, North Bay; Mr. R.J.T. Smith, North Bay.

Municipal representatives: Mr. J.F. Bourne, North Bay; Mr. H. Drouin, North Bay; Mr. Y. Goulard, Sturgeon Falls; Mrs. G.D. Syverson, Mattawa.

Centennial College

Mr. J.P. Daly, Toronto; Mr. W.G. Glover, Toronto; Mr. R.E. Hainsworth, Don Mills; Mrs. M.H. McBrien, Scarborough; Mr. C.D. Missios, Toronto; Mrs. D. Moyal, Toronto; Mr. J.F. O'Donnell, Scarborough; Mr. D.S. Prowse, West Hill; Mr. F.J. Speer, Toronto; Ms. B. Heatley, Agincourt.

Municipal representatives: Mr. B. Fleury, Scarborough; Dr. F.W. Hart, Toronto; Alderman P.E. Oyler, Toronto; Mr. R.S. Taylor, Scarborough.

Conestoga College

Miss V.M. Aboud, Guelph; Mr. R. Ackerman, Guelph; Mrs. R. Baker, Stratford; Mr. J.A. Finamore, Guelph; Mr. F. Grespan, Kitchener; Mrs. V. Kerr, Kitchener; Mr. D.L. Kimpel, Cambridge; Mr. I.B.R. Montizambert, Stratford; Mr. P. Newington, London.

Municipal representatives: Mr. R. Freeborn, Kitchener; Mr. L. MacKenzie, Erin; Mrs. M. McMane, Milverton; Mr. D.F. Wheeler, Goderich.

Confederation College

Mr. C.R. Bowles, Thunder Bay; Mr. H.J. Brooks, Thunder Bay; Mr. W.E. Bryan, Thunder Bay; Mrs. N.M. Erickson, Thunder Bay; Mr. H.G. Gareau, Thunder Bay; Mrs. D. Gustafson, Fort Francis; Mr. E.J. Hautala, Thunder Bay; Dr. R.N. MacKenzie, Thunder Bay; Judge R.B. Mitchell, Thunder Bay; Ms. M.A. Twomey, Schreiber.

Municipal representatives: Mr. B.L. Collins, Thunder Bay; Mr. C.M. Hayes, Kenora; Mr. J.G. Masters, Thunder Bay; Mr. H.S. McMasters, Dryden; Mrs. M.L. Morrison, Thunder Bay.

Durham College

Mr. J. Achmatowicz, Ashburn; Mr. W.R. Kittle, Oshawa; Mrs. R. Milne, Oshawa; Mr. B. Perry, Oshawa; Miss E.A. Schaefer, Oshawa; Mr. N. Schilling, Whitby; Mr. W.R. Walters, Bowmanville; Dr. P. Zakarow, Oshawa.

Municipal representatives: Mr. A.O. Dalrymple, Bowmanville; Mr. R.S.A. Fair, Port Hope; Mr. E.F. Marston, Port Hope; Mr. G.F. Valcour, Oshawa; Mr. M. Wade, Uxbridge.

Fanshawe College

Mr. E.G. Bainbridge, London; Ms. M. Bowman, London; Mr. W.B. Calder, Woodstock; Mr. B.P. Forewell, London; Mr. D.M. Jenkins, Bayfield; Ms. G.E. Lamb, London; Ms. C. MacDonald, London; Mr. R.J. Murray, London; Mrs. P. Olien, London; Ms. I. Ward, Innersoll.

Municipal representatives: Mr. A.A. Chahbar, London; Mr. A. Loughton, Vittoria; Mr. D. Puddicombe, Woodstock; Mr. B.G. Thacker, London.

George Brown College

Mr. B. Bone, Don Mills; Mr. D.E. Clune, Toronto; Mr. A.J. Faas, Toronto; Mr. J.M. Farley, Oakville; Miss G. Fatt, Etobicoke; Mrs. D. Fulford, Toronto; Mr. M. Gerstein, Toronto; Dr. Q. Rae-Grant, Toronto; Mr. W.A. Villano, Toronto.

Municipal representatives: Mrs. E. McLean, Toronto; Ms. J. Opperman, Toronto; Alderman J. Piccininni, Toronto; Ms. A. Ross, Toronto; Mr. R. Spencer, Toronto.

Georgian College

Mr. J.A. Christensen, Gravenhurst; Mr. J.D. Leitch, Midland; Mr. P.H.A. Little, Owen Sound; Mrs. D.T. Logan, Parry Sound; Mr. R.E. Lynch, Barrie; Mr. R.G. Mitchell, Barrie; Mr. R.A. Parrott, Kimberley; Mrs. B. Weider, Collingwood; Mr. J.A. Wilson, Orillia.

Municipal representatives: Mr. B.H. Davis, Tobermory; Mr. J. Fennell, Bradford; Mrs. V. Rodgers, Orton; Mrs. M. Schinbein, Hanover; Mr. L. Thomson, Orangeville.

Humber College

Mr. D. Benedict, Etobicoke; Mr. P.W. Broadhurst, Rexdale; Mr. F.R. Crowne, Brampton; Mr. J.K. Fenton, Islington; Mrs. I. Glover, Toronto; Mr. B.G. Napier, Toronto; Ms. K.E. O'Neill, Toronto; Ms. M. Pellechia, Etobicoke; Mr. R.D. Schwass, Toronto; Mr. J.D. Sorbara, Willowdale.

Municipal representatives: Mr. F.J. Lambert, Toronto; Mrs. N. Lawrie, Islington; Ms. L. Marcotte, Toronto; Mr. G.R. Robertson, Islington; Mr. A. Tonks, Toronto.

Lambton College

Mrs. F. Blake, Sarnia; Mr. D.B. Cattran, Sarnia; Mr. R.R. Emery, Forest; Mr. K.R. Glassco, Corunna; Mrs. C.L. Harris, Sarnia; Mr. C.C. MacGregor, Sarnia; Dr. D. MacNeill, Sarnia; Mr. T.H. Milsom, Sarnia; Mr. W.D. Reid, Sarnia; Mr. D.T. Southcott, Grand Bend.

Municipal representatives: Mr. R. Boyd, Petrolia; Ms. B. Horner, Point Edward; Mr. J. Kowalshyn, Sarnia; Mr. P.M. O'Brien, Sarnia; Mr. T. Sharp, Florence; Mr. R.A. Whitnall, Sarnia.

Loyalist College

Miss R.M. Burrows, Belleville; Mr. R.G. Chubb, Trenton; Mr. F. Clapp, Belleville; Mr. C.V. Johnston, Campbellford; Dr. J.S. Loynes, Belleville; Mr. R. Pearson, Belleville; Mr. I.R. Reilly, Belleville; Ms. D.E. Spencer, Tweed; Mr. W.J. Wood, Madoc.

Municipal representatives: Mr. C.P. Doreleyers, Napanee; Mr. T.H. Fleming, Trenton; Mr. J. Inrig, Picton; Mr. G. Jenkins, Bancroft; Mr. R. Weaver, Trenton.

Mohawk College

Mr. L.A.S. Crews, Brantford; Mr. P. Dawson, Hamilton; Mr. F.M. Denardis, Hamilton; Mr. A.J. Harris, Hamilton; Mr. J.C. Jaggard, Hamilton; Mr. J.A. Miller, Brantford; Mr. C. Munro, Ancaster; Mrs. P. Nelles, Caledonia; Mrs. M. Spears, Burlington; Mr. J.A. Spence, Brantford.

Municipal representatives: Mr. J.H. Begg, Hamilton; Mr. H. Hynd, Hamilton; Mr. J.R. Johnson, Brantford; Mrs. M.A. Kiss, Hamilton; Mr. E.W. Scarrow, Brantford.

Niagara College

Mr. R.J. Babin, Port Colbourne; Mrs. B.I. Crockett, Welland; Mr. A.N. Elliott, St. Catharines; Mrs. M.R. Ferguson, St. Catharines; Mr. F.W. Ford, St. Catharines; Mr. W.J. Fraser, St. Catharines; Ms. C. Haeck, St. Catharines; Mr. W.E. Heelis, St. Catharines; Mr. A. Ironside, Niagara Falls; Mr. J.B. McLaughlin, St. Catharines; Mrs. B.A. Troupe, Jordan Station.

Municipal representatives: Mr. H.J. Cook, St. Catharines; Dr. C.P. Fisher, St. Catharines; Mr. G. Hoyle, Port Colbourne; Mr. J.R. Letourneau, Welland; Mr. W. Stanyer, Niagara Falls.

Northern College

Mr. J. Bates, Porcupine; Mr. A.L. Bordeleau, Kapuskasing; Dr. G.W. Burgman, Kirkland Lake; Mr. R.T. Chilton, Moose

Factory; Mrs. S.M.A. Desjardins, Timmins; Miss L.L. Gauthier, Timmins; Mr. L.T. Gauthier, Cochrane; Mr. M.D. Giles, Elk Lake; Mr. D.A. Grandbois, Timmins; Mrs. N. James, Swatika; Mr. N. Kuzmich, Iroquois Falls; Mr. L.E. LaForest, Timmins; Mr. M. Linklater, Moose Factory; Mr. D.M. Messenger, Elk Lake; Mr. T.A. Roscoe, Timmins; Mr. J.G. Willars, New Liskeard.

St. Clair College

Dr. O.L. Crocker, Windsor; Mrs. S.B. Dewolfe, Windsor; Ms. M.M.S. Fox, Windsor; Mr. R.C. Gates, Windsor; Mr. L. Haggith, Windsor; Mr. T.W. O'Brien, Windsor; Ms. L.G. Peckitt, Chatham; Mr. D.A. Pudwell, Chatham; Mrs. J. Steeves, Essex.
Municipal representatives: Mr. M. Campbell, Chatham; Mr. W. J. Gibb, Amherstburg; Mr. J.J. Quinn, Windsor; Mr. J.L. Van Alphen, Windsor.

St. Lawrence College

Mr. A.J. Cohoe, Kingston; Mr. S. Collins, Odessa; Mr. W.G.N. Fleming, Maitland; Mrs. J. Fraser, Alexandria; Mr. L.J.J. LaLonde, Smith Falls; Mr. J.F. Markell, Cornwall; Mr. F. Quaife, Kingston; Mrs. J.M. Sheridan, Prescott.

Municipal representatives: Mrs. J. LaFrance-Cardinal, Cornwall; Mrs. C. Lavigne, Cornwall; Mr. G. Metivier, Cornwall; Mr. J.A. Mohler, Brockville; Mr. J.A. Stretton, Kingston.

Sault College

Mr. J. Bennet, Sault Ste. Marie; Mr. R. Bonenberg, Wawa; Mr. L.W. Fera, Sault Ste. Marie; Mrs. M.J. Haig, Sault Ste. Marie; Mr. W. Locke, Sault Ste. Marie; Mr. W.L. Oliphant,

Sault Ste. Marie; Mr. J. Ostroski, Sault Ste. Marie; Mr. F. Prouse, Sault Ste. Marie; Mr. D. Walimaki, Sault Ste. Marie.
Municipal representatives: Mr. L. Henderson, Wawa; Mr. J.G. LeClerc, Elliot Lake; Mrs. P. MacDonald, Sault Ste. Marie; Mr. P. Salituri, Sault Ste. Marie.

Seneca College

Mr. J.M. Clemens, Toronto; Mr. D.L. Comish, Willowdale; Dr. A.E. Courtney, Toronto; Ms. J.L. Fawn, Thornhill; Mr. J.E. O'Brien, Islington; Mr. A.N. Plummer, Richmond Hill; Mr. L. Stanford, Toronto; Mrs. J. Tobe, Thornhill.

Municipal representatives: Alderman B. Burton, Toronto; Ms. M. LaBatte, Don Mills; Mr. M.J. McDonald, Weston; Mr. D.R. Shier, Newmarket; Mr. D.F. Sim, Toronto.

Sheridan College

Mrs. F. Baines, Georgetown; Mr. H.J.A. Brown, Mississauga; Mr. B. Chalmers, Mississauga; Mr. W.E. Cook, Hornby; Mr. W.L. Hawkins, Burlington; Mr. F.E. Leitch, Clarkson; Mrs. B.A. Millar, Burlington; Mr. N. Morrison, Hamilton; Mr. J.D. Ostler, Brampton; Mrs. B. Skinner, Mississauga.

Municipal representatives: Mr. J.G. Aziz, Mississauga; Mr. F. Oliver, Oakville; Mr. C. Patterson, Caledon East; Mrs. M.M. Powys, Milton; Ms. H.D. Sutter, Brampton.

Sir Sandford Fleming College

Mr. P.D. Brown, Peterborough; Mr. A.O.C. Cole, Peterborough; Mrs. M.J. Fawcett, Lindsay; Mrs. C. Finn, Haliburton Village; Mr. L. Groombridge, Peterborough; Ms. L. Lander, Norwood;

Mrs. M.C. Porter, Woodville; Mr. H. Simpson, Lindsay; Mrs. S.L. Stevenson, Nepean; Mr. H.E. Stouffer, Minden; Mr. W.F. Whetung, Lakefield.

Municipal representatives: Mr. J.R. Gorwill, Lindsay; Mr. L.P. Mahon, Peterborough.

Program Approvals

During the year the following educational program approvals were given to the colleges concerned. Program approval does not imply any financial or other commitment on the part of the ministry; it merely allows the college to mount the program if operating and capital funds are available and if the proper physical facilities are present or can be acquired.

It should be realized that this list of approved programs does not indicate the large number of college program proposals that are returned for modification, deferred, or not approved for a variety of reasons. The Council of Regents is concerned that every program lead to good employment possibilities for its graduates, be in keeping with employment needs, and be supported by adequate field work and clinical resources. For that reason a number of programs have enrolment limitations placed on them. The council has also approved the cancellation of a number of programs.

In making decisions on program approvals, the Council of Regents is aided by the provincial consultative committees listed in Appendix A. The assistance of these groups is sincerely appreciated.

ALGONQUIN COLLEGE	<u>Term</u>	<u>Approved</u>
Early Childhood Education Resource Teacher Colonel By Campus	39 Weeks	83-05-20
Manufacturing Engineering Technology Rideau Campus	6 semesters	83-05-20
Nursing Assistant/Infirmière auxiliaire (bilingual) Heron Road	3 semesters (36 weeks)	83-06-17
Retour au Travail Ottawa Campus	11 weeks	83-06-17
Nursing Assistant Parkdale Campus	3 semesters (30 weeks)	83-06-17
Computer Engineering Technology Rideau Campus	6 semesters	83-06-17
Small Business Administration Pembroke Campus	2 semesters	83-09-23
Nursing Assistant/Infirmière auxiliaire (bilingual) Heron Road Campus	3 semesters (36 weeks)	83-10-21
Nursing Assistant Parkdale Campus	3 semesters (39 weeks)	83-10-21
Technical Writer Rideau Campus	3 years (6 semesters)	83-11-18
Microcomputer Operator Heron Park	20 weeks	84-02-17
Chemical Technology - Bioengineering Rideau Campus	3 years 6 semesters	84-03-16

CAMBRIAN COLLEGE	<u>Term</u>	<u>Approved</u>
Music - Production Sudbury Campus	6 semesters	83-05-30
Registered Nurse - Critical Care Nursing Sault Campus	350 hours	83-05-20
Registered Nurse - Critical Care Nursing Sudbury Campus	350 hours	83-05-20
Communications (French) Barrydowne Campus	2 years 4 semesters	84-02-17

CANADORE COLLEGE	<u>Terms</u>	<u>Approved</u>
Journalism - Broadcast Main Campus	4 semesters	83-05-20
Mechanical Engineering Technician-Drafting Design Technology Centre	2 years 4 semesters	83-05-20
Mechanical Engineering Technician-Drafting Centre Technology Centre	64 weeks non-semestered	83-05-20
Electro-Mechanical Engineering Technician - Robotics Heliport Campus	4 semesters 64 weeks non-semestered	83-06-17
Electronics Engineering Technician Heliport Campus	4 semesters 64 weeks non-semestered	83-06-17
Instrumentation Engineering Technician - Industrial Heliport Campus	4 semesters 64 Weeks non-semestered	83-06-17
Microcomputer Management College Education Centre	4 semesters 64 weeks non-semestered	83-06-17
Electrical Engineering Technician - Controls Heliport Campus	2 years 4 semesters 64 weeks non-semestered	83-11-18
Mechanical Engineering Technician - Numerical Control Heliport Campus	2 years 4 semesters 64 weeks non-semestered	83-11-18

CENTENNIAL COLLEGE	<u>Term</u>	<u>Approved</u>
Process Piping Designer Progress Court	34 weeks	83-04-22
Office Information Administrator Ashtonbee	52 weeks	83-06-17
Office Systems Administration Progress Campus	3 years (6 semesters)	83-10-21
Accountant/Programming Analyst East York and Progress Campuses	3 years (6 semesters)	83-11-18

CONESTOGA COLLEGE	<u>Term</u>	<u>Approved</u>
Business Stratford Campus	4 semesters	83-04-22
Secretarial Arts - Executive Doon and Stratford Campuses	52 weeks non-semestered	83-04-22
Secretarial Arts - Legal Doon Campus	52 weeks non-semestered	83-04-22
Secretarial Arts - Medical Doon Campus	52 weeks non-semestered	83-04-22
Early Childhood Education Resource Teacher All campuses	531 hours	83-06-17
Welding Fabrication Technician Guelph Campus	52 weeks non-semestered	83-06-17
Registered Nurse - Psychiatric Nursing Doon, Guelph, Stratford, and Waterloo Campuses	492 hours	83-12-09
Construction Techniques Guelph Campus	52 weeks	84-02-17
Office Systems Administration Waterloo Campus	76 weeks	84-02-17
Mechanical Engineering Technology - Automated Manufacturing Doon Campus	3 years 6 semesters	84-03-16
Mechanical Engineering Technology - Design and Analysis Doon Campus	3 years 6 semesters	84-03-16
Mechanical Engineering Technician - Numerical Control Doon campus	2 years 4 semesters 52 weeks non-semestered	84-03-16

CONFEDERATION COLLEGE	<u>Term</u>	<u>Approved</u>
Dental Radiography N/A	Part B 7 hours	83-04-22
Radiation Protection N/A	Part A 38 hours	83-04-22
Registered Nurse - Critical Care Nursing N/A	362 hours	83-06-17
Paraprofessional Teacher's Aide Thunder Bay	3 weeks	83-07-06
Band Management Thunder Bay	2 years 4 semesters	83-09-23
Renewable Resources Management Technician Thunder Bay	64 weeks non-semestered	83-10-21

DURHAM COLLEGE	<u>Term</u>	<u>Approved</u>
Radiation Protection N/A	38 hours	83-04-22
Office Systems Administration Main Campus	3 years (6 semesters)	83-10-21
Technical Writer Main Campus	3 years (6 semesters)	83-11-18

FANSHAWE COLLEGE	<u>Term</u>	<u>Approved</u>
Radiation Protection N/A	36 hours	83-04-22
Registered Nurse - Operating Room Nursing Oxford Street	420 hours	83-05-20
Baking Techniques London	40 weeks	83-06-17
Computer Maintenance Technician St. Thomas	64 weeks non-semestered	83-10-21
Electronics Technician - Robotics and Process Control Oxford Street	64 weeks non-semestered	83-12-09

GEORGE BROWN COLLEGE	Term	Approved
Office Systems Administration St. James Campus	6 semesters	83-04-22
Small Business Administration (post-basic) St. James Campus	1 year 2 semesters	83-09-23
Air Conditioning Refrigeration Engineering Technology Casa Loma Campus	3 years (6 semesters)	83-10-21
Literacy in English as a Second Language College Street Campus	24 weeks	83-11-18
Computer Literacy - Business and Industry St. James Campus	15 weeks	84-02-17

GEORGIAN COLLEGE	<u>Term</u>	<u>Approved</u>
Marketing - Computer and Data Products Barrie	3 years (6 semesters)	83-10-21
Early Childhood Education - Resource Teacher Barrie	531 hours	84-02-17

HUMBER COLLEGE	<u>Term</u>	<u>Approved</u>
Computer Literacy for Commercial Applications Lakeshore I Campus	16 weeks	83-06-17
Environmental Systems Engineering Technology - Energy Management North Campus	3 years (6 semesters)	83-10-21

LAMBTON COLLEGE

	<u>Term</u>	<u>Approved</u>
Nursing Assistant Walpole Island	2 semesters	83-05-20
Computer Programmers Main Campus	64 weeks	83-06-17
Industrial Technician - Instrumentation Modeland Road	64 weeks non-semestered	83-06-17
Motor Vehicle Mechanic Modeland Road	40 weeks	83-10-21

LOYALIST COLLEGE	Term	Approved
Electronics Engineering Technology - Videotex Main Campus	5 semesters (plus co-op term)	82-04-23
Marketing - Videotex Main Campus	4 semesters	82-04-23
Electrical Engineering Technician Main Campus	52 weeks	82-07-26
Electronics Engineering Technician Main Campus	52 weeks	82-07-26
Mechanical Engineering Technician Belleville Campus	52 weeks	82-07-26
Business Main Campus	52 weeks	82-07-26
Accounting Main Campus	52 weeks	82-07-26
Word Processing Secretary Main Campus	34 weeks	83-01-21
Computer Programmer Belleville Campus	3 semesters	83-02-18
Computer Programmer Belleville Campus	64 weeks	83-02-18

MOHAWK COLLEGE	<u>Term</u>	<u>Approved</u>
Business Braneida Campus	4 semesters	83-05-20
Executive Secretary Braneida Campus	4 semesters	83-06-17
Microcomputer - Business Applications Saltfleet Campus	50 weeks	84-01-20

NIAGARA COLLEGE	<u>Term</u>	<u>Approved</u>
Computer Programmer Welland	4 semesters 64 weeks non-semestered	83-04-22
Gerontology - Multidiscipline (post-basic) Welland	500 hours	83-05-20
Marine Emergency Duties III Port Colborne	1 week	84-03-16

NORTHERN COLLEGE	<u>Term</u>	<u>Approved</u>
Business James Bay Education Centre	4 semesters (alternate year intake)	83-05-20
Nursing James Bay Education Centre	6 semesters	83-05-20
Secretarial Arts - General James Bay Education Centre	4 semesters	83-05-20
Social Service Worker - Native Specialty James Bay Education Centre	4 semesters	83-06-17
Computer Programmer Kirkland Lake, Porcupine and Kapusksasing	64 weeks non-semestered	83-06-30
Computer Process Control Kirkland Lake Campus	1 year 2 semesters	83-09-23
General Arts and Science James Bay Education Centre	1 year (2 semesters)	83-11-18
Mechanical Technician - Industrial Porcupine	960 hours	84-02-17

ST. CLAIR COLLEGE	<u>Term</u>	<u>Approved</u>
Industrial Control Systems Technician Windsor	4 semesters	83-05-20
Industrial Control Systems Technician Windsor	68 weeks non-semestered	83-05-20
Mechanical Engineering Technology - Energy Management Thames Campus	6 semesters	83-05-20
Automotive Merchandising Main and Thames Campuses	1 year 2 semesters	83-09-23
Crafts Fundamentals Year Thames Campus	1 year 2 semesters	83-09-23
Plastics Technician - Mouldmakers Chatham and Thames Campuses	68 weeks non-semestered	83-09-23
Office Systems Administration Windsor South	52 weeks non-semestered	84-03-16
Office Systems Operations Windsor South	32 weeks non-semestered	84-03-16

ST. LAWRENCE COLLEGE	<u>Term</u>	<u>Approved</u>
Word Processing Secretary Kingston Campus	34 weeks	83-05-20
Business Cornwall Campus	4 semesters	83-06-17
Business Administration - Management Cornwall Campus	6 semesters	83-06-17
Business Administration - Management/Administration des affaires - Gestion (Bil) Cornwall Campus	6 semesters	83-06-17
Business/Commerce (Bil) Cornwall Campus	4 semesters	83-06-17
Office Systems Administration Brockville Campus	3 years	83-11-18
Electro/Mechanical Technician - Maintenance Brockville Campus	52 weeks 1508 hours non-semestered	83-12-09
Tourism Hospitality Management Brockville Campus	2 years	83-12-09

SAULT COLLEGE	<u>Term</u>	<u>Approved</u>
Instrumentation Technician Main Campus	60 weeks non-semestered	83-04-22
Instrumentation Technician Main Campus	2 years 4 semesters	83-04-22
Electrical Engineering Technician Management Sault	60 weeks non-semestered	83-05-20
Food and Beverage Management Sault	4 semesters	83-05-20
Mechanical Engineering Technician - Drafting Sault	60 weeks non-semestered	83-05-20
Registered Nurse - Critical Care Nursing Sault	350 hours	83-05-20
Registered Nurse - Critical Care Nursing Sudbury	350 hours	83-05-20
Registered Nurse - Occupational Health Nursing Sault	494 hours	83-05-20
Mechanical Technician - Industrial Main Campus	1 year 2 semesters	84-01-20

SHERIDAN COLLEGE	<u>Term</u>	<u>Approved</u>
Courseware Design and Production Oakville	2 semesters	83-05-20
Microcomputer Operator Brampton and Burlington	24 weeks	83-06-17
Integrated Office Systems Brampton and Oakville	2 semesters	83-12-09
Working with the Aged - Multidisciplinary Oakville	280 hours	84-01-20
Telecommunications Management Oakville	1 year 2 semesters	84-02-17

SIR SANFORD FLEMING COLLEGE	<u>Term</u>	<u>Approved</u>
Hardwood Lumber Grader Haliburton - Northern Campus	16 weeks	83-04-22
Audio-Video-Graphics Communications Technician Sutherland Campus	4 semesters	83-05-20
Business Administration - Personnel Management Sutherland Campus	6 semesters	83-06-17
Law and Security Administration - Loss Prevention Management Sutherland Campus	4 semesters	83-06-17
Photographic Merchandising Sutherland Campus	4 semesters	83-06-17
Tourism and Transportation - Hospitality Management Sutherland Campus	6 semesters	83-06-17
Tourism and Transportation - Travel Merchandising Sutherland Campus	4 semesters	83-06-17
Saw Mill Operations Haliburton	20 weeks	83-11-18
Correctional Worker Sutherland Campus	2 years 4 semesters	84-01-20
Urban Tree Maintenance Frost Campus	12 weeks	84-01-20

Policy Regarding Education in the French Language in CAATs

There are two approaches to the education of French-speaking students in the colleges of applied arts and technology. In one of them, French-speaking students are provided with educational programs in the French language. In the other, some courses and/or educational programs are provided in both official languages. The policy of the Council of Regents encompasses both approaches.

The council maintains the position that the primary objectives of the colleges are to:

- prepare young people to enter the world of work; and
- assist adults in improving themselves or in preparing themselves for different or better jobs.

With this in mind, the council has adopted the following resolutions:

- That any college in an area where a recognizable percentage of the population is French-speaking offer some courses and/or programs in the French language, subject to sufficient enrolment under current program regulations, in order to serve graduates from French-language instructional units as well as French-speaking adult students in continuing education. A milieu where French-speaking students feel at home is essential. It is understood that, where French-speaking students need to improve their English-language skills, appropriate facilities for that purpose are or will be made available.

- That the bilingual or French-language learning resources developed at a college be shared with other colleges that are also developing bilingual programs in order to minimize the cost of such programs across the province.

Recommendations to the Minister

<u>Number</u>	<u>Date</u>	<u>Title of Resolution</u>	<u>Minister's Response</u>
156-1	83-04-28	Ad Hoc Adjustments to Pensions	Accepted
157-1	83-05-25	Representation on College Boards of Governors	Responded
158-1	83-06-17	Mohawk College Occupational Therapy Program	Approved
158-2	83-06-27	Request for Sale of Property by St. Lawrence College to the City of Cornwall	Approved
159-1	83-09-30	Request for Sale of Property by Georgian College	Accepted
159-2	83-09-30	Proposal of Durham College to Establish a New Campus	Accepted
161-1	83-11-29	Provincial Training Profiles	Accepted in Principle
162-1	83-12-19	Geographical Priority for Admissions	Accepted
163-1	84-01-24	Request for Sale of Property by Georgian College	Accepted
163-2	84-02-27	Salary Policy Line Recommendations for College Administrative Staff Effective January 1, 1984	Accepted
163-3	84-02-29	Request by Sheridan College for Approval of a New Lease	Accepted with modification
165-1	84-03-21	Relationship between Loyalist College and the Proposed Tyendinaga Technical Institute	Not in Accordance with Government Policy
165-2	84-03-26	Ad Hoc Adjustment to Pensions	Accepted
165-3	84-03-27	Acquisition of Property by Sir Sandford Fleming College	Accepted

Past Members of the Council of Regents

Charter Members (January 1966)

Dr. H.H. Kerr, Toronto (Chairman)

Dr. O.E. Ault, Ottawa

Mr. J.E.J. Fahlgren, Red Lake

Mr. R.A. Hay, Toronto

Mr. W. Ladyman, Toronto

Dr. M.E. Lucyk, Toronto

Miss M. Macauley, Toronto

Dr. J.B. McClinton, Timmins

Mr. W.F. McMullen, Peterborough

Dr. Gerald Maher, Don Mills

Mr. J.F. O'Neill, Sault Ste. Marie

Professor D.M. Smyth, Toronto

Dr. R.J. Uffen, Ottawa

Mr. R.L. Whittington, Chatham

Other Past Members

Mr. D. Brousseau, Kapuskasing (January 1967)

Mr. D.O. Davis, Ancaster (April 1967)

Mrs. C. Armstrong, Streetsville (February 1970)

Mr. J.D. MacFarlane, Toronto (February 1970)

Rev. Dr. R. Stackhouse, Toronto (February 1970)

Mr. W.A.K. Jenkins, London (April 1970)

Mr. G.R. Wooll, St. Catharines (February 1970)

Dr. D.T. Wright, Toronto (October 1970)

Mr. D.D. McGeachy, London (November 1972)

Ms. B. Heateley, Toronto (January 1973)

Miss J.C. MacDonald, Toronto (January 1973)
Mr. F.L. Corcoran, Ottawa (February 1973)
Mr. B. Parent, Ottawa (February 1973)
Mrs. H.E. Black, Sault Ste. Marie (January 1975)
His Honour W.R. Dupont, Cochrane (January 1975)
Dr. C.M. Johnston, Thunder Bay (January 1975)
Mr. L.M. Johnston, Belleville (January 1975)
Mr. H. Nokes, Peterborough (January 1975)
Mrs. C. Lavigne, Cornwall (January 1975)
Mr. J.A. Cousineau, Timmins (April 1976)
Mrs. H.S. Finley, Kingston (February 1976)
Dr. W.H. Gerhart, Parry Sound (February 1976)
Mr. J.A. Turner, Mississauga (January 1976)
Miss A. Zonneveld, Cambridge (April 1977)
Mr. J. Welsh, Petrolia (January 1980)

Appendix A: Provincial Consultative Committees for
College Program

This list includes provincial consultative committees, ad hoc steering committees, and task forces reporting directly or indirectly to the Council of Regents. In addition to these committees, the council is aided in making decisions about educational programs in the colleges by the following two groups, which are not responsible to the council:

- The National Advisory Council of Marine Training, Central Region; and
- The National Advisory Committee to the Department of Transport on Training and Licensing of Aircraft Maintenance Personnel.

The contribution of these bodies to the planning of college programs is gratefully acknowledged.

Provincial Consultative Committee for
Architectural Technology Programs

- Mr. W. M. Stafford, Ontario Association of Architects,
Toronto (Chairman)
- Mr. B. T. Atkins, Ontario Association of Architects, Toronto
- Mr. J. Carmichael, Agincourt
- Mr. J. Crook, Ontario Association of Architectural
Technologists of Ontario, Toronto
- Mr. J. Filipovic, Confederation College, Thunder Bay
- Mr. J. Keighley, Algonquin College, Ottawa
- Mr. P. Kuppe, Building Commissioner for the City of Hamilton
- Mr. S. Mendiratta, Mohawk College, Hamilton
- Mr. J. Metcalfe, Humber College, Rexdale
- Mr. J. N. Pretty, Beaver, Cook and Leitch Ontario Limited,
Toronto
- Mr. R. Waites, George Brown College, Toronto
- Mr. P. Warren, Parkin Partnership, Toronto
- Mr. H. Demeris, Ministry of Colleges and Universities (Secretary)

Ad Hoc Provincial Advisory Committee on
Chiropody Programs

Miss R. Borowska, Ministry of Colleges and
Universities (Chairman)
Dr. D. Atkins, George Brown College, Toronto
Mrs. N. Clark, Ontario Hospital Association,
Toronto
Mr. C. Frebairn, George Brown College/ Toronto
General Hospital/Ministry of Health
Dr. D. Lawee, Toronto General Hospital
Mr. D. E. Light, George Brown College, Toronto
Mrs. W. Plachta, Toronto General Hospital
Dr. G. Reid, Ministry of Health, Toronto
Dr. D. M. Schatz, Toronto Institute of Medical
Technology

Provincial Consultative Committee - Heating,
Refrigeration, and Air Conditioning

Mr. A.B. Cameron, Carrier Canada, Bramalea
(Chairman)
Mr. K. Harris, Black and McDonald Limited,
Toronto
Mr. W. Podd, Union Local 787, Willowdale, Ontario
Mr. A. Whyte, Honeywell Limited, Scarborough
Mr. R. Nicholson, George Brown College, Toronto
Mr. H. Kern, Kern Thermal Equipment Limited,
Rexdale
Mr. D. Geddes, Heating, Refrigeration and Air
Conditioning Institute, Islington
Mr. H. Holmstrom, Temp Air Control, Mississauga (Milton)

Ad Hoc Provincial Consultative Committee on
Dental Auxiliary Programs

Mrs. A. J. Quaniatini, Cambrian College, Sudbury
(Chairman)
Ms. M. Deichert, Ontario Dental Nurses and
Assistants Association, Toronto
Ms. J. Eby, Fanshawe College, London
Mr. J.C. Gillies, Ontario Dental Association,
Toronto
Mr. F. Habermehl, Niagara College, Welland
Dr. B. Hord, University of Toronto
Mrs. D. Lang, Ontario Dental Hygienists'
Association, Toronto
Dr. D. McFarlane, College of Dental Surgeons,
Toronto
Miss C. K. Ono, Seneca College, Toronto
Dr. K. Ryan, Ministry of Health
Mr. H. Demeris, Ministry of Colleges and
Universities

Provincial Consultative Committee for Law and
Security Administration Programs

Mr. C. A. Naismith, Assistant Commissioner, Ontario
Provincial Police, Chairman to April 1984

Mr. Neil Chaddock, Ontario Provincial Police
(Chairman since April 1984)

Mr. Jack Waite, Municipal Police Authority

Ms. Nancy O'Connor, Ministry of the Solicitor General

Mr. Craig MacFarlane, Committee of Presidents

Mr. Rob Warman, Co-ordinator of LASA Programs

Mr. Tom Keightley, Ontario Police Commission

Mr. Harold Basse, Waterloo Regional Police

Mr. Larry Godfree, Ontario Police College

Mr. Lorne R. MacKenzie, MCU - Secretariat

Provincial Consultative Committee for Early Child-
hood Education

Ms. Margaret Pollard, Chairperson, Ontario Association
for the Mentally Retarded

Mrs. Brenda Van Veen, Ontario Municipal Social Services
Association

Ms. Sheila Meers, Region of Peel, Children's Services

Ms. Lynn Watson, Committee of Councils of Parent
Participation Schools of Ontario

Ms. Lorraine Dixon, Parent Participation Pre-Schools

Mr. Albert Williams, Craydon Hall Nursery Schools Ltd.

Ms. Anne Fisher, Mini Schools Limited

Ms. Elaine Levy, Metro Day Care Advisory Committee

Ms. Eleanore Benesch, Children's Centre, Ottawa

Mrs. Mary MacFarlane, Professional Development (AECEO)

Ms. Norma Lepa, Association for Early Childhood
Education, Ontario (AECEO)

Ms. Adele Scott-Anthony, Ministry of Community and Social
Services

Miss Sylvia McPhee, Ministry of Education

Dr. Howard Russell, Ontario Institute for Studies in
Education

Ms. Penny Parr-Eccles, Committee of Presidents

Ms. Donna McKenna Smuck, Co-ordinator, ECE Programs

Mr. Lorne R. MacKenzie, MCU - Secretariat

Provincial Consultative Committee for
Survey Programs

Mr. B.T. Davies, Horton & Wallace Limited,
Whitby (Chairman)
Mr. D.W. Lloyd, Fanshawe College, London
Mr. P.J. McGuinness, George Brown College, Toronto
Mr. J. Srom, Humber College, Toronto
Mr. J.T. McGuinness, Niagara College, Welland
Mr. D.J. Smith, Northern College, South Porcupine
Mr. I. Hale, Ryerson Polytechnical Institute, Toronto
Mr. W. Carr, Algonquin College, Nepean
Mr. R. Cooper, Ancaster
Mr. J. Martin, Scarborough
Mr. J. Konga, Rexdale
Mr. Stan Norbett, George Brown College, Toronto
Mr. R. Salna, Richmond Hill

Tri-Ministerial Advisory Committee on
Occupational Health and Safety

Mr. E.L. Trelford, Ministry of Labour (Chairman)
Dr. L. Smith, Ministry of Health
Mr. N. Bennet-Alder, Ministry of Education
Miss R. Borowska, Ministry of Colleges and
Universities
Mr. G.F. Starink, Ministry of Colleges and
Universities (Secretary)

Accreditation Implementation Committee

Mr. D. Omand, Council of Regents (Chairman)
Mr. S. Lovell, Council of Regents
Mr. G.D. Colford, Loyalist College
Dr. D. Schatz, Council of Regents
Ms. J.A. Poglitsch, Ministry of Colleges and
Universities (Secretary)

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The Ontario Council of Regents
for
Colleges of Applied Arts and Technology

ANNUAL REPORT

April 1, 1985, to March 31, 1986

Mowat Block, Queen's Park
Toronto, Ontario M7A 1L2



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Letter of Transmittal

January 15, 1987

The Honourable Gregory Sorbara
Minister of Colleges and Universities/
Minister of Skills Development
Ministry of Colleges and Universities

Dear Mr. Sorbara:

The enclosed annual report of the Ontario Council of Regents for Colleges of Applied Arts and Technology provides a summary of activities undertaken by council for the period April 1, 1985, to March 31, 1986.

During this period council began identifying activities related to its mandate which merit modification as the college system enters its third decade. A number of issues have been tabled for study and resolution in the coming year.

The extent to which representatives from every community engage in active, voluntary involvement in the local college continues to be impressive. This local network in conjunction with the provincial council of regents contributes significantly to a system designed to serve all sectors of our population through relevant occupation-oriented program offerings.

Respectfully submitted,

Laura Barr
Acting Chairman

MEMBERS OF THE COUNCIL OF REGENTS, 1985-86

Mr. N.E. Williams (Chairman)
Toronto

Miss L. Barr
Toronto (1986)

Mr. W. Caldwell
Barrie (1986)

Mr. D.W. Coleman
London (1985)

Mr. J. Griffis
Thunder Bay (1986)

Mrs. J. Guertin
Kapuskasing (1986)

Mr. R. Hainsworth
Toronto (1986)

Mr. F. Kane
Willowdale (1986)

Mrs. D. Legault
Moose Creek (1986)

Mr. S.E. Lovell
Oshawa (1987)

Dr. L. Lukenda
Sault Ste. Marie (1985)

Ms. P. Moss
Toronto (1986)

Dr. M. Neelands
Thunder Bay (1985)

Dr. D. Schatz
Toronto (1986)

Mr. F.W. Sheridan
Sudbury (1985)

Mr. J.A. Stewart
Ailsa Craig (1987)

Mr. E.A. Taylor
Hamilton (1985)

Mr. A.J. Humber
Executive Secretary

Mrs. T. Pitre
Executive Assistant

Note:

Members' current terms
expire December 31 of
the year shown in
parentheses. The
members listed have
served all or part of
the fiscal year.

MEMBERS OF STANDING COMMITTEES, 1985-86

Period: April 1, 1985, to December 31, 1985

Administrative and Student Affairs Committee

Mr. S.E. Lovell (Chairman)
Mrs. J. Guertin
Mr. F. Kane
Mr. J.A. Stewart
Ms. E. Scarff (Secretary)

Program Committee

Miss L. Barr (Chairman)
Mr. R. Hainsworth
Mrs. D. Legault
Ms. J.A. Poglitsch (Secretary)

Staff Affairs Committee

Dr. L. Lukenda (Chairman)
Mr. W. Caldwell
Dr. M. Neelands
Mr. F.W. Sheridan
Mr. E.A. Taylor
Mr. I. McArdle (Secretary)

Period: January 1, 1986, to March 31, 1986

Administrative and Student Affairs Committee

Mrs. J. Guertin (Chairman)
Mr. J. Griffis
Mr. F. Kane
Mrs. S. Tripp
Ms. E. Scarff (Secretary)

Program Committee

Mr. R. Hainsworth (Chairman)
Miss L. Barr
Ms. P. Moss
Ms. J.A. Poglitsch (Secretary)

Staff Affairs Committee

Mr. W. Caldwell (Chairman)
Mr. S.E. Lovell
Dr. D. Schatz
Mr. I. McArdle (Secretary)

**MEMBERS OF SPECIAL COMMITTEES AND SUBCOMMITTEES,
1985-86**

In addition to the standing committees, the Council of Regents has established a number of special committees and subcommittees for specific purposes. The council is most appreciative of the contribution of time and effort by the busy people who serve on these committees without recompense. The success of the colleges of applied arts and technology in Ontario owes much to the expertise and good advice of these public-spirited men and women.

Accreditation Implementation Committee

The Accreditation Implementation Committee met twice during the year. A recommendation was made not to approve accreditation of health record technician and health record administration programs by the Canadian College of Health Record Administrators. Decisions on application regarding accreditation of programs in aircraft maintenance, architectural technology, chemical technology, and marine navigation remained pending at year end.

Mr. S.E. Lovell, Council of Regents (Chairman)
Miss L. Barr, Council of Regents
Mr. F. Kane, Council of Regents
Ms. J.A. Poglitsch, Ministry of Colleges and
Universities (Secretary)

Collective-Bargaining Steering Committee

Mr. N.E. Williams, Council of Regents (Chairman),
Representative, Lambton College
Mr. F. Bainbridge, Fanshawe College
Mr. G. Crombie, Cambrian College
Mr. W. Cruden, St. Lawrence College
Mr. B.E. Curtis, Confederation College
Mr. J.L. Davison, Humber College
Mr. A.R. Devlin, Centennial College
Mr. R. Doyle, Sault College
Mr. M. Garland, Durham College
Miss L. Gauthier, Northern College
Dr. M. Hewgill, Canadore College
Mr. P. Killeen, Algonquin College
Mr. P. Lassaline, Sir Sandford Fleming College
Mr. S.E. Lovell, Council of Regents
Dr. L. Lukenda, Council of Regents
Mr. P. Matthews, Sheridan College
Mr. W. Norrison, Seneca College
Mr. J. Podmore, Conestoga College
Mr. J. Saso, Georgian College
Dr. D. Schatz, Council of Regents
Mr. W.R. Stanyer, Niagara College
Mr. E.A. Taylor, Council of Regents
Mr. J. Turner, George Brown College
Mr. A.J. Whitmore, Mohawk College
Mr. H. Young, Loyalist College
Mrs. G. Zubyk, St. Clair College
Mrs. T. Pitre, Executive Assistant, Council of
Regents (Secretary)
Mr. A.J. Humber, Ministry of Colleges and
Universities/Council of Regents
Mr. D.R. Dean, Ministry of Colleges
and Universities
Mr. I. McArdle, Ministry of Colleges and
Universities
Mrs. B. Robinson, Ministry of Colleges and
Universities
Mr. H.E. Smith, Ministry of Colleges and
Universities

Employee/Employer Relations Committee -- Academic Staff

Management*

Mr. B. Wray, Sheridan College
Mr. T. Fletcher, Ministry of Colleges and
Universities
Mr. I. McArdle, Ministry of Colleges and
Universities

Union

Ms. G. Hancock, Algonquin College
Mr. B. Leahey, Algonquin College
Mr. E. Lord, George Brown College
Mr. C. McKay, Niagara College
Mr. R. Sompeii, Confederation College

*Under Review

Employee/Employer Relations Subcommittee - Support Staff

Management

Mrs. H. Carson, Georgian College
Mr. G. Crombie, Cambrian College
Mrs. G. Zubyk, St. Clair College
Mr. R.G. Bernhardt, Ministry of Colleges and Universities
Mr. D. Dean, Ministry of Colleges and Universities

Union

Ms. B. Allan, Algonquin College
Mr. A. Bekerman, OPSEU - Headquarters
Mr. R. Davis, Sault College
Mr. Dev Matharu, Algonquin College
Ms. J. Pflanzner, St. Clair College
Ms. S. Vallance, Seneca College

Grievance and Arbitration Subcommittee

Management

Mr. R. Devlin, Centennial College (Chairman)
Mr. P.T. Myers, Fanshawe College
Mr. J. Saso, Georgian College

Union

Mr. J. Turner, George Brown College
Mr. H. Young, Loyalist College
Mrs. S. Kehimkar, Ministry of Colleges and Universities
Ms. B. Robinson, Ministry of Colleges and Universities

Joint Arbitration-Scheduling Committee

Management

Mr. R. Devlin, Centennial College
Mrs. S. Kehimkar, Ministry of Colleges and Universities
Mrs. B. Robinson, Ministry of Colleges and Universities

Union

Mr. F. Brinkman, Mohawk College
Mr. M. Fogel, Seneca College (Stanby)
Mr. J. Huot, Humber College
Mr. W. Krawczyk, Lambton College
Mr. B. Kuehnbaum, Cambrian College
Ms. R. Sullivan, Humber College
Ms. Joan Reed, OPSEU - Headquarters

Joint Educational-Qualifications Subcommittee

Management

Mr. W. Glaser, Sheridan College
Mr. D. Gross, Conestoga College
Mr. M. Winrow, St. Lawrence College
Mrs. B. Robinson, Ministry of Colleges and Universities
Mrs. S. Kehimkar, Ministry of Colleges and Universities (Secretary)

Union

Mr. J. Dunlop-Addley, Fanshawe College
Ms. M. Gaviller, Georgian College
Mr. R. Hebdon, OPSEU - Headquarters
Mr. C. McKay, Niagara College

Joint Insurance Committee - Academic Staff

Management

Mr. T. Fletcher, Humber College
Mr. D. Lauzon, St. Clair College
Mr. I. McArdle, Ministry of Colleges and Universities
Mr. H. Smith, Ministry of Colleges and Universities

Mrs. S. Bullock, Ministry of Colleges and Universities (Resource Person)
Mr. A. Johnston, Sun Life Assurance Co. (Resource Person)
Ms. G. Ma, Ministry of Government Services (Resource Person)
Mrs. J. Wallace, Sun Life Assurance Co. (Resource Person)

Union

Mr. M. Grunwell, Fanshawe College
Mr. E. Lord, George Brown College
Mr. D. O'Donnell, Confederation College
Mr. H. Plummer, Loyalist College

Ms. S. McVittie, OPSEU - Headquarters (Resource Person)

Joint Insurance Committee - Support Staff

Management

Mrs. G. McRae, Algonquin College
Mr. D.R. Dean, Ministry of Colleges and Universities
Mr. H. Smith, Ministry of Colleges and Universities

Mrs. S. Bullock, Ministry of Colleges and
Universities (Resource Person)
Mr. A. Johnston, Sun Life Assurance Co.
(Resource Person)
Ms. G. Ma, Ministry of Government Services
(Resource Person)

Union

Mr. E.C. Downer, Sir Sandford Fleming College
Mr. L. Farr, Centennial College
Mr. K. Gennings, Conestoga College
Mr. J. Jackson, Sheridan College
Ms. J. Pflanzner, St. Clair College

Ms. S. McVittie, OPSEU - Headquarters
(Resource Person)

Negotiating Committee - Academic Staff

Dr. M. Hewgill, Canadore College (Chairman)
Mr. G. Franklin, St. Clair College
Mr. J. Podmore, Conestoga College
Mr. J. Saso, Georgian College
Ms. D. Wells, Seneca College
Mr. B. Wray, Sheridan College
Mr. T. Fletcher, Ministry of College and
Universities
Mr. I. McArdle, Ministry of Colleges and
Universities (Vice-Chairman)
Mr. C.G. Riggs, Hicks, Morley, Hamilton, Stewart &
Storie

Negotiating Committee - Support Staff

Mrs. H. Carson, Georgian College
Mr. G. Crombie, Cambrian College
Mr. A. Martin, St. Lawrence College
Mr. G. Pevere, Niagara College
Mr. H. Rundle, Fanshawe College
Ms. L. Watts, St. Clair College
Mr. R.G. Bernhardt, Ministry of Colleges and
Universities
Mr. D. Dean, Ministry of Colleges and Universities
(Vice-Chairman)
Mr. D. Gray, Hicks, Morley, Hamilton, Stewart &
Storie

Pension Consultative Committee

Management

Mr. H. Nokes, Council of Regents (Chairman)
Mr. R.A. Hinds, Centennial College
Mr. J.T. Wallace, Humber College
Mr. D. Baron, OMERS
Mr. T. Fletcher, Ministry of Colleges and
Universities
Mr. H. Smith, Ministry of Colleges and
Universities

Mrs. S. Bullock, Ministry of Colleges and
Universities (Resource Person)

Union

Mr. E.C. Downer, Sir Sandford Fleming College
Mr. E. Lord, George Brown College
Mr. R. Martin, Sheridan College
Mr. D. Stevens, Humber College

Ms. S. McVittie, OPSEU - Headquarters
(Resource Person)

Provincial Job-Evaluation Committee

Mr. J.L. Davison, Humber College (Chairman)
Mr. D. Butler, Canadore College
Ms. P. Carter, Conestoga College
Mr. B. Hurly, Cambrian College
Mr. P. Lassaline, Sir Sandford Fleming College
Mr. B. Leslie, Georgian College
Mr. P. Matthews, Sheridan College
Mrs. B. Robinson, Ministry of Colleges and
Universities

Standing Committee on Terms and Conditions of Employment - Administrative Staff

Dr. W. Stoddart, Seneca College (Chairman)
Mr. G. Bertrand, Cambrian College
Mr. D. Shields, Sheridan College
Ms. G. Zubyk, St. Clair College
Mrs. B. Robinson, Ministry of Colleges and
Universities

Support Classifications Subcommittee

Ms. J. Balasak, Niagara College (Chairman)
Mr. P. Mageau, Northern College
Ms. G. McRae, Algonquin College
Mr. P. Myers, Fanshawe College
Ms. R. Spargo, Seneca College
Mr. D. Dean, Ministry of Colleges and
Universities

DUTIES AND RESPONSIBILITIES OF THE COUNCIL OF REGENTS

The Council of Regents comprises a full-time chairman and laypersons who serve three-year terms of office. The council meets two to three days a month to conduct business. All members are appointed by the Executive Council of the Ontario government and are selected in such a manner as to represent as broad a spectrum of the citizens of the province as possible. For the period April 1, 1985, to March 31, 1986, the council channelled business through three committees only. The division of responsibilities among the committees is designed to equalize the workload as much as possible.

The Administrative and Student Affairs Committee processes board appointments and addresses administrative matters relating to the colleges. This committee also deals with all student affairs other than educational programs.

The Program Committee considers applications for new programs and program changes and evaluates continuing programs in the fields of business, applied arts, social services, health services, and technology.

The Staff Affairs Committee is responsible for collective bargaining for both the academic- and the support-staff units and for recommending salary scales and conditions of employment for management staff, who are excluded from the bargaining units.

Recommendations from the standing committees are brought to the plenary sessions of the entire council for executive action or recommendation to the minister, as required by regulations.

Most meetings of council are held at colleges of applied arts and technology to provide an opportunity for the college community and council members to discuss areas of mutual interest and concern. Council members meet with the board of governors of the college hosting the monthly meeting. The meeting takes the form of an informal, round-table discussion, at which time the board may bring to the council any concerns that the governors have in reference to their college or region or to provincial or system-wide issues. In addition, council members meet with local and regional student representatives and tour the college.

Council is considering the merit of arranging meetings between representatives of the college constituent groups and teams of council members.

The Council of Regents also participates each year in an annual conference with members of the boards of governors of the colleges.

Executive Authority

Collective bargaining. Under authority of the Act Respecting Collective Bargaining for Colleges of Applied Arts and Technology (1975), the council acts on behalf of boards of governors of the colleges in collective bargaining with representatives of college employees.

Delegated Authority

Board of governors. The council appoints all twelve members to the board of governors of each college and provides the formula for municipal nominations where the college area comprises two or more municipalities.

Master plans. The master plans of the colleges, and any modifications thereto, are submitted to the council for approval. The council may modify or alter the plans before forwarding them to the minister for final approval. Modifications to the master plans include the establishment of new campuses; the purchase, sale, or transfer of property; and the establishment of new buildings not in previously approved plans.

Multi-year plans. The council is responsible by regulation for determining the context, format, and timing of the multi-year plans which colleges submit to the council. The ministry assists the council in analysing the plans prior to council visiting a college to discuss with its board of governors the implication of its plan. College visits routinely occur every three years. The chairman of council currently co-chairs a committee, representative of the governance structure of the college system, to formulate a new design for multi-year plans.

Program approvals. The council is responsible for approval of new and modified educational programs. The council consults with the minister before approval is given to any program involving a change of government policy.

Policy Determinations

The council assists the minister in the development of policy for colleges of applied arts and technology by initiating studies or by considering issues referred to it by the minister. In either case, the council's recommended policy statements are submitted directly to the minister for consideration.

MEETINGS OF THE COUNCIL OF REGENTS

During the period from April 1, 1985, to March 31, 1986, the Council of Regents held ten regular meetings, seven of which included visits to colleges. The February meeting was held concurrently with the annual conference of the Association of Colleges of Applied Arts and Technology of Ontario (ACAATO). Meetings held in conjunction with colleges included discussions and/or meetings with students, college staff, and governors.

Representatives of the Committee of Presidents and the ACAATO are invited to attend all regular meetings of the council except the June policy meeting. Their participation is appreciated, both for their valuable contribution to the deliberations of the council and as a method of maintaining communication between the council and college boards and presidents.

Meetings

- 176 April 17-19, 1985, at Loyalist College, Belleville, and the Ramada Inn
- 177 May 14-16, 1985, at Northern College, Timmins, and the Senator Hotel
- 178 June 19-21, 1985, at Eaton Hall Management Centre, Toronto

- 179 September 18-20, 1985, at the Renaissance Hotel, Toronto
- 182 October 16-18, 1985, at Durham College, Oshawa, and the Holiday Inn
- 183 November 12-14, 1985, at Canadore College, North Bay, and the Ramada Inn
- 184 December 11-13, 1985, at Georgian College, Barrie, and the Kempenfelt Centre
- 185 January 22-24, 1986, at Seneca College, Toronto, and the Inn-on-the-Park Hotel
- 186 February 11-13, 1986, at the King Edward Hotel, Toronto
- 187 March 20-22, 1986, at Conestoga College, Kitchener, and the Best Western Conestoga Inn

Student Meetings

During each college visit the council held meetings with the local student-association representatives. In addition, four regional meetings were held with college student presidents.

Orientation Session

In conjunction with the March meeting council held an orientation session for the colleges' boards of governors.

REPORTS OF THE STANDING COMMITTEES

Administrative and Student Affairs Committee

The Administrative and Student Affairs Committee reviewed nominations for vacancies on college boards of governors and made recommendations to the full council on fifty-seven (57) reappointments and sixty (60) new appointments to boards.

In addition, the committee examined a broad range of administrative and student issues. The following are some of the more significant issues considered during the year:

Property

- requests from Conestoga and Canadore colleges for approval to sell college property;
- requests from Mohawk, Fanshawe, Sir Sandford Fleming, and Durham colleges for approval to lease additional space or facilities for specific programs or activities;
- a request from Cambrian College to acquire property;

- a request from Algonquin College to increase classroom space by converting certain administrative space into classrooms and accommodating those administrative functions in the portables that were used as classrooms.

Fundraising

- input into the ministry's policy on fundraising by colleges and college foundations, which was finalized and issued in March 1986

Orientation for Board Members

- review and endorsement of the proposal for orientation sessions for new members of college boards of governors, one of which was given in March 1986

Part-Time Fees

- endorsement of an increase in fees for part-time courses

Program Committee

During the year educational-program approvals were given to the colleges (see pages 38 to 49).

Program approval does not imply any financial or other commitment on the part of the ministry; it merely allows the college to mount the program if operating and capital funds are available and if the proper physical facilities are present or can be acquired. The council also received notices of the cancellation or suspension of a number of programs.

In addition to assessing proposals for new educational programs and receiving information regarding program suspensions and cancellations, the program committee acted on other program-related matters as described below:

- The roles of the provincial consultative committees for Early Childhood Education and Dental Auxiliary programs were reviewed. It was concluded that the committees had fulfilled their mandates to assist in the development and establishment of the programs in the colleges. As a result, the two committees were disbanded, to be replaced by ad hoc committees as required.
- The number and variety of "preparatory" programs offered by colleges (that is, programs which prepare students for vocational training) were

reviewed as a result, the council recommended that the Committee of Presidents address the issue of the proliferation of such programs, with a view towards their consolidation and redesigning to better suite the needs of students.

- A presentation was received regarding Conestoga College's sucessful "Employment Preparation" program which could serve as a possible model for restructuring preparatory programs.

- A review of Mohawk College's occupational therapy and physiotherapy programs showed that although graduates of the programs are well prepared for employment, they have had difficulties finding employment because of the policies of the professional associations. After considering these difficulties, the mandate of the colleges, and the fact that all other occupational therapy and physiotherapy programs in Canada are university baccalaureate programs, the council recommended to the minister that discussions be initiated regarding the transfer of these two programs from Mohawk College to McMaster University.

- Drafts of the revised policy on admission to college programs were considered, changes were suggested, and the final version was recommended for the minister's approval.

Staff Affairs Committee

The Staff Affairs Committee dealt with a variety of matters during the 1985-86 period, related to the terms and conditions of employment for college administrative, support, and academic staff.

Some of the most significant items are described below:

- The committee recommended that acceptance on behalf of management of a two-year collective agreement for support staff in colleges.
- The committee reviewed the insured benefits policies with Sun Life Assurance Company for administrative, academic, and support staff, and renewed the policies with improvements, including vision care for support and administrative staff and optional life insurance for administrative staff.

- The committee directed that an investigation be undertaken of the Cumulative Sick Leave Plan (for administrative staff) with a view to an optional buy-out of the plan.

- The Pension Consultative Committee was empowered to investigate the feasibility of separating CAAT pension funds from OMERS and setting up a separate pension plan.

- The committee recommended the approval of six amendments to the CAAT pension plan which included:
 - a) a reduction in the early-retirement reduction factor from 5 per cent to 2 per cent;

 - b) an improved pension benefit for disabled retirees; and

 - c) no actuarial reduction of the pension for an employee who retires with twenty years of service and is sixty years of age or over.

- The committee gave extensive input into the review of governance of the college system.
- The committee approved updating the salary rate in effect for administrative staff sick-leave gratuity payments.

APPOINTMENTS TO BOARDS OF GOVERNORS

The Council of Regents has the responsibility of appointing the twelve members of the boards of governors for each of the colleges.

The policies of the council regarding college-based appointments are listed below. The policies are intended to ensure that the requirements of Regulation 201 (Ministry of Colleges and Universities Act) are applied equitably and consistently. The council may, on occasion, deem it necessary to make exceptions to one or more of the policies in order to serve the best interests of a college.

The policies are:

- The Council of Regents accepts nominations for for the positions of governor from any individual or organization. The source of each nomination is kept in confidence. Nominations are maintained in a active file for a reasonable length of time for the council's review as vacancies arise. College boards will be given the opportunity to comment of all nominations from other sources prior to consideration by the council.
- In determining the appointment of eight of the governors, the council will request that at least three nominations for each vacancy be submitted by the board.
- In determining the appointment of four of the governors, the council will request that at least three nominations for each vacancy be submitted from the designated municipalities in the college area. If the designated municipal council does not submit at least three nominations, the council will consider nominations from other sources.
- When the term of a governor who is eligible for reappointment expires, the board or the designated municipal council may request the

reappointment of the incumbent. The college will be required to submit to the council a report of the attendance of the incumbent at all board and subcommittee meetings during the period of his/her service. Additional nominations from the board, the designated municipal council, or the active file may also be considered by the council.

- Governors normally take office on the first day of January in the year following their appointment. However, where a new governor has not been appointed by January 1, the incumbent may remain in office until the new appointment is made.
- The normal term of appointment is three years. The maximum number of consecutive years a governor may serve is six. However, section 3(4) of Regulation 640 provides that terms of less than three years may be served, and section 3(6) provides that the maximum term of six consecutive years may be extended. The main purpose of these provisions is to give the council the necessary flexibility to establish a regular sequence of rotation for each board.

- For the purpose of calculating a governor's total length of service, a partial year will be counted as a full year when the appointment commences before July 1. Terms which commence after July 1 will not be included in the calculation.

The council specifically seeks as board members men and women who:

- represent various parts of the college's geographic area;
- are active in volunteer and community organizations;
- represent a significant population of cultural groups within the college area;
- have served efficiently on college advisory committees;
- are recognized representatives of the labour movement;

- are recent college graduates and can represent the student viewpoint;
- represent local business and industry; or
- represent various professions.

The complete list of governors of the colleges of applied arts and technology, as of March 31, 1986, follows:

Algonquin College

Mr. K.B. Bruun, Carleton Place; Mr. J.W. Fawcett, Ottawa; Mr. L.E. Jodoin, Ottawa; Mme. C. Lemieux, Ottawa; Mr. R. Leroux, Gloucester; Mr. D.C. MacDonald, Ottawa, Ms. K. Marshall, Ottawa; Mr. P.L. Morel, Ottawa; Dr. H.H.J. Nesbitt, Ottawa; Mr. N.N. Prager, Ottawa

Municipal Representatives

Mr. P. Chagnon, Gloucester; Mrs. C.J. Dobell, Ottawa; Mr. G.M. Johnson, Arnprior; Mrs. L.J. McIntosh, Gloucester; Mr. R. Ravary, L'Orignal; Mr. E. Raymond, Rockland

Cambrian College

Mr. G.E. Boyce, Sudbury; Mr. R.J. Brailey, Sudbury; Ms. L.E. Cazabon-Keaney, Sudbury; Ms. M.L. Fox-Radulovich, Manitoulin Island; Mr. A. Lafreniere, Sudbury; Mr. G.C. Levac, Sudbury; Mr. R.G. MacDonald, Sudbury; Mr. M.H. Robinson, Copper Cliff; Mrs. G.A. Yanchuk, Val Caron

Municipal Representatives

Mr. D. Marleau, Sudbury; Mr. D. McMullan, Espanola; Dr. K.J. Tipper, Mindemoya; Mr. P. Wong, Sudbury

Canadore College

Mr. B.C. Barrington, Sturgeon Falls; Mr. D. Doyle, North Bay; Mrs. L. Duchesneau-McLachlan, North Bay; Mr. E. Fortin, Sturgeon Falls; Mr. P. Goulais, Sturgeon Falls; Dr. W. Graham, North Bay; Mr. P. LaFrance, North Bay; Mr. R.J. Martyn, North Bay; Mr. S.J. Oaks, Powassan; Ms. L.M. Olah, North Bay; Mr. L.P. Richard, North Bay

Municipal Representatives

Mr. K. Clark, North Bay; Mr. H. Drouin, North Bay; Mr. Y. Goulard, Sturgeon Falls; Mrs. G.D. Wilson, Mattawa

Centennial College

Mrs. D.L. Barnes, Scarborough; Mr. A. Gunn, Toronto; Mr. W. Majesky, Don Mills; Mrs. M.H. McBrien, Scarborough; Mr. C.D. Missios, Toronto; Mrs. D. Moyal, Toronto; Mr. J.F. O'Donnell, Scarborough; Mr. D.S. Prowse, West Hill; Mr. F.J. Speer, Toronto

Municipal Representatives

Mr. K. Bowles, Toronto; Ms. F. Cruickshank, Scarborough; Mr. B. Fleury, Scarborough; Dr. F.W. Hart, Toronto; Mr. R.J. Willis, Toronto

Conestoga College

Mr. R. Ackerman, Guelph; Mr. J.V. Brady, Goderich; Mr. J.A. Finamore, Guelph; Mrs. L. Ham, Staffa; Mr. C.A. Hennigar, Kitchener; Mr. D.L. Kimpel, Cambridge; Mr. M.J. Lawrie, Guelph; Mr. J. B.R. Montizambert, Stratford; Mrs. E. Parliament, Kitchener

Municipal Representatives

Mr. R. Clark, Kitchener; Mr. R. Freeborn, Kitchener; Mrs. F. Hicknell, Seaforth; Mr. L. MacKenzie, Erin; Mrs. M. McMane, Milverton; Mr. D.F. Wheeler, Goderich

Confederation College

Mr. C.R. Bowles, Thunder Bay; Mr. H.J. Brooks, Thunder Bay; Mrs. N.W. Erickson, Thunder Bay; Mr. E.J. Hautala, Thunder Bay; Ms. K. Laughton, Thunder Bay; Dr. R.N. MacKenzie, Thunder Bay; Judge R.B. Mitchell, Thunder Bay; Mr. J. Stokes, Schreiber; Ms. T. Tucker, Fort Frances; Ms. M.A. Twomey, Schreiber

Municipal Representatives

Mr. B.L. Collins, Thunder Bay; Mr. C.M. Hayes, Kenora; Mr. H.S. McMaster, Dryden; Mrs. M.L. Morrison, Thunder Bay

Durham College

Mr. R.J. Holmes, Pickering; Mr. W.R. Kittle, Oshawa; Ms. V. MacBurnie-Stewart, Oshawa; Mr. W.W. Peel, Oshawa; Miss E.A. Schaefer, Pickering; Mr. N. Schilling, Whitby; Mrs. D. Stirling, Oshawa; Mr. W.R. Walters, Bowmanville; Dr. P. Zakarow, Oshawa

Municipal Representatives

Mr. A.O. Dalrymple, Bowmanville; Dr. R.S.A. Fair, Port Hope; Mr. G.F. Valcour, Oshawa; Mr. M. Wade, Uxbridge

Fanshawe College

Mr. E.G. Bainbridge, London; Ms. M. Bowman, London; Dr. D. Drinkwalter, London; Ms. L. Goldschmidt, London; Mr. D.M. Jenkins, Bayfield; Mr. J.R. Kelly, Woodstock; Ms. C. MacDonald, London; Mrs. P. Olien, London; Mr. B. Rovers, London; Ms. I. Ward, Ingersoll

Municipal Representatives

Mr. A.A. Chahbar, London; Ms. J. Knops, St. Thomas; Mr. A. Loughton, Vittoria; Mr. D. Puddicombe, Woodstock

George Brown College

Mr. B. Bone, Don Mills; Mr. D.E. Clune, Toronto; Mr. A.J. Faas, Toronto; Mr. J.M. Farley, Oakville; Mr. M. Gerstein, Toronto; Mr. K. Graydon, Toronto; Ms. L.J. Ono, Toronto; Mr. W.Y. Reno, Toronto; Mr. R. Spencer, Toronto

Municipal Representatives

Ms. M. Austen, Toronto; Mr. J. Cole, Toronto; Mrs. E. McLean, Toronto; Ms. J. Opperman, Toronto; Ms. A. Ross, Toronto

Georgian College

Mr. H.D. Barons, Orillia; Dr. E. Beaton, Barrie;
Mr. A. Brown, Barrie; Mr. F. Butler, Owen Sound;
Mr. J.A. Christensen, Gravenhurst; Mr. J.D.
Leitch, Midland; Mrs. D.T. Logan, Parry Sound; Mr.
R.E. Lynch, Barrie; Mr. R.G. Mitchell, Barrie;
Mrs. B. Weider, Collingwood

Municipal Representatives

Mr. B.H. Davis, Tobermory; Mr. J. Fennell,
Bradford; Mrs. V. Rodgers, Orton; Mrs. M.
Schinbein, Hanover

Humber College

Mr. D. Benedict, Etobicoke; Mr. F.R. Crowne,
Brampton; Mr. J.K. Fenton, Islington; Mr. G.P.M.
Freeborn, Toronto; Mr. W. Lawlor, Toronto; Mr.
B.G. Napier, Toronto; Ms. K.E. O'Neill, Toronto;
Mr. W.T. Parnaby, Toronto; Miss M. Pellechia,
Toronto; Mr. J.D. Sorbara, Downsview; Ms. M.
White, Weston

Municipal Representatives

Ms. D. Forrest, Toronto; Mr. F.J. Lambert,
Toronto; Mrs. N. Lawrie, Islington; Ms. L.
Marcotte, Toronto; Mr. G.R. Robertson, Islington

Lambton College

Mr. D.B. Cattran, Sarnia; Mr. Wm. Gansler, Sarnia;
Mr. K.R. Glassco, Corunna; Ms. J.E. Graham,
Sarnia; Dr. B.J. Hutchinson, Petrolia; Mr. J.
Kowalyshyn, Sarnia; Mr. D. MacNeil, Sarnia; Mr.
W.D. Reid, Sarnia; Mr. D.T. Southcott, Grand Bend

Municipal Representatives

Mrs. M. Brown, Sarnia; Ms. B. Horner, Point
Edward; Mr. P.M. O'Brien, Sarnia; Mr. R.A.
Whitnall, Sarnia; Ms. E. Wood, Sarnia

Loyalist College

Mrs. R.M. Burrows, Belleville; Mr. F. Clapp,
Belleville; Brigadier-General J. Gibbons, Trenton;
Mrs. R. Jeffrey, Belleville; Mr. C.V. Johnson,
Campbellford; Mr. R. Pearson, Belleville; Ms. D.E.
Spencer, Tweed; Ms. L.N. Wannamaker, Tweed; Dr. E.
Williamson, Belleville; Mr. W.J. Wood, Madoc

Municipal Representatives

Mr. C.F. Doreleyers, Napanee; Mr. T.H. Fleming,
Trenton; Mr. J. Inrig, Picton; Mr. P. Stringer,
Bancroft

Mohawk College

Mr. P. Dawson, Hamilton; Mr. F.M. Denardis, Hamilton; Mrs. C.A. Milne, Hamilton; Mr. C. Munro, Ancaster; Mrs. P. Nelles, Caledonia; Mrs. M. Spears, Burlington; Mr. J.A. Spence, Brantford; Mr. W.A. Stewart, Hamilton

Municipal Representatives

Mr. J.H. Begg, Hamilton; Mr. J.R. Johnson, Brantford; Mr. R. Kennedy, Brantford; Mrs. M.A. Kiss, Hamilton

Niagara College

Mr. J.R. Babin, Port Colborne; Mr. D. W. Bessey, St. Catharines; Mrs. B.I. Crockett, Welland; Mr. A.N. Elliot, St. Catharines; Mr. F.W. Ford, St. Catharines; Mr. W.J. Fraser, St. Catharines; Ms. C. Haeck, St. Catharines; Mr. W.E. Heelis, St. Catharines; Ms. A. Lemelin, St. Catharines; Mr. J.R. Letrouneau, Welland

Municipal Representatives

Mr. H.J. Cook, St. Catharines; Mr. G. Hoyle, Port Colborne; Mr. A.S. Mollica, St. Catharines; Ms. L. Savriga, Niagara Falls

Northern College

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St. Clair College

Mr. G. Bastien, Windsor; Mr. L. Bauer, Windsor; Mr. B.M. Crone, Windsor; Mrs. S.B. DeWolf, Windsor; Mrs. M.M.S. Fox, Windsor; Mr. D.W. Mendham, Windsor; Mr. T.W. O'Brien, Windsor; Ms. L. G. Peckitt, Chatham; Mr. D.A. Pudwell, Chatham; Mrs. L. Sibley, Windsor; Mrs. J. Steeves, Essex

Municipal Representatives

Mr. J. Adamac, Windsor; Mr. M. Campbell, Chatham; Mr. G. Stewart, Amherstburg; Mr. L.J. Thibodeau, Windsor; Mr. J.L Van Alphen, Windsor

St. Lawrence College

Mr. A.P. Aubry, Alexandria; Ms. C. Baker, Sharbot Lake; Mr. A.J. Cohoe, Kingston; Mr. S. Collins,

Odessa; Mr. W.G.N. Fleming, Maitland; Mrs. J. Fraser, Alexandria; Mrs. S. Lawn, Prescott; Mr. J.F. Markell, Cornwall; Mr. R. Millage, Bath; Mr. R. Olsen, Brockville; Miss V.J. Preston, Brockville

Municipal Representatives

Dr. P. Jarrett, Kingston; Mr. G. Metivier, Cornwall; Mr. J.A. Mohler, Brockville; Mr. J.A. Stetton, Kingston

Sault College

Mr. J. Bennett, Sault Ste. Marie; Mr. R. Bonenberg, Wawa; Mr. L.W. Fera, Sault Ste. Marie; Mrs. M.J. Haig, Sault Ste. Marie; Mr. W. Locke, Sault Ste. Marie; Mr. F. Prouse, Sault Ste. Marie; Mrs. E.A. Savoie, Sault Ste. Marie; Mr. D. Walimki, Sault Ste. Marie

Municipal Representatives

Mr. J.F. Leclerc, Elliot Lake; Mrs. P. McDonald, Sault Ste. Marie; Mr. J. Myers, Wawa; Mr. M.J. Pawelek, Sault Ste. Marie; Mrs. S.M. Renault, Wawa; Mr. P. Salituri, Sault Ste. Marie

Seneca College

Mr. J.M. Clemens, Toronto; Mr. D.L. Comish, Willowdale; Mrs. J.L. Fawn, Thornhill; Mr. G.E. Jackson, Toronto; Mr. M. Lyons, Don Mills; Mr. J.E. O'Brien, Islington; Mr. L. Stanford, Toronto; Mrs. J. Tobe, Thornhill

Municipal Representatives

Ms. M. Labatte, Don Mills; Mr. D.K. Shier, Newmarket; Mr. D.F. Sim, Toronto; Alderman Betty Sutherland, North York

Sheridan College

Mr. J.G. Aziz, Mississauga; Mrs. F. Baines, Georgetown; Mr. B. Chalmers, Mississauga; Mr. N.G. Davis, Brampton; Mr. M. Kirk, Mississauga; Mr. E.A. Lang, Burlington; Mr. F.E. Leitch, Clarkson; Mrs. B.A. Millar, Burlington; Mr. N. Morrison, Hamilton; Mr. J.D. Ostler, Brampton

Municipal Representatives

Mr. D.F. Clarkson, Toronto; Mrs. M. Cowan, Milton; Mr. F. Oliver, Oakville; Mrs. M.M. Powys, Milton; Ms. H.D. Sutter, Brampton

Sir Sandford Fleming College

Mr. P.D. Brown, Peterborough; Mr. A.O.C. Cole, Peterborough; Mr. F.P. Crough, Peterborough; Mr. A.P. Facey, Lakefield; Mrs. C. Finn, Haliburton Village; Mr. L. Groombridge, Peterborough; Mr. K.L. Jacobs, Peterborough; Mrs. A. Johnston, Peterborough; Ms. L. Lander, Norwood; Mr. P.C. Milner, Lindsay; Mrs. M.C. Porter, Woodville; Major A. Read, Cobourg; Mr. H.E. Stouffer, Minden; Mr. W.F. Whetung, Lakefield

Municipal Representatives

Mr. M.M. Brown, Peterborough; Mr. J.R. Gorwill, Lindsay; Mr. L.P. Mahon, Peterborough

PROGRAM APPROVALS

During the year the following educational-program approvals were given to the colleges concerned. This list of approved programs does not indicate the significant number of college program proposals that are returned for modification, deferred, or not approved for a variety of

reasons. The Council of Regents is concerned that every program lead to good employment possibilities for its graduates, be in keeping with employment needs, and be supported by adequate field work and clinical resources. For those reasons a number of programs have enrolment limitations placed on them. The council has also approved the cancellation of a number of programs.

College/Campus	Term	Approved
<u>Algonguin</u>		
Computer Operator Woodroffe Campus	1 year, 2 semesters	85-05-17
Operateur d'ordinateur Woodroffe Campus	1 year, 2 semesters	85-05-17
Word Processing/ Traitement de textes (Bilingual) Woodroffe Campus	1 year, 2 semesters	85-05-17
Office Systems Administration Woodroffe Campus	3 years, 6 semesters	85-06-21
<u>Cambrian</u>		
Building Operations Sudbury Campus	3 years, 6 semesters	85-04-19
Business Sudbury Campus	2 years, 4 semesters	85-04-19

College/Campus	Term	Approved
Gerontology - Multidiscipline Sudbury Campus	325 hours	85-04-19
Working with the Aged - Multidiscipline Sudbury Campus	235 hours	85-04-19
Registered Nurse - Operating Room Barrydowne Campus	423 hours	85-05-17
Heating, Refrigeration, and Air Conditioning Sudbury Campus	52 weeks	85-06-21
Cutters and Skidders Sudbury/Manitoulin Campus	12 weeks	85-09-20
Focus for Change Sudbury/Manitoulin Campus	16 weeks	85-10-18
Job Search Skills for Women Sudbury/Manitoulin Campus	3 weeks	85-10-18
Life Skills Coach Sudbury/Manitoulin Campus	6 weeks or 180 hours part time	85-10-18
Microcomputer Business Applications/Applications commerciales des micro- ordinateurs Barrydowne Campus	50 weeks	85-10-18
P.A.T.H for Careers in New Technology Sudbury/Manitoulin Campus	16 weeks	85-10-18
Career Planning for Women Sudbury/Manitoulin Campus	8 Weeks	85-10-18

College/Campus	Term	Approved
Français langue seconde Sudbury Campus	24 weeks	85-11-15
Methods sur la recherche d'emploi à l'intention des femmes Sudbury Campus	3 weeks	85-11-15
Physical Fitness Management Sudbury Campus	3 years, 6 semesters	85-11-15
Planification de carrière à l'intention des femmes Sudbury Campus	8 weeks	85-11-15
College Vocational Sudbury/Manitoulin Campus	2 years, 4 semesters	86-01-24
Correctional Worker Sudbury Campus	2 years, 4 semesters	86-02-14
Correctional Worker Techniques des services correctionnels (Bilingual) Sudbury Campus	2 years, 4 semesters	86-02-14
Stationary Engineer 4th and 3rd class/Mécanicien de machines fixes - Niveau 4 et 3 (Bilingual) Sudbury/Manitoulin Campus	40 weeks	86-03-21
<u>Canadore</u>		
Mechanical Engineering Technician - Flexible Manufacturing Systems Heliport Campus	2 years, 4 semesters and non-semestered	85-04-19
Registered Nurse - Psychiatric Nursing College Education Centre Campus	500 hours	85-04-19
Word Processing College Education Centre Campus	1 year, 2 semesters	85-06-21

College/Campus	Term	Approved
Word Processing/Traitement de textes (Bilingual) College Education Centre Campus	1 year, 2 semesters	85-06-21
Small Business Management College Education Centre Campus	2 years, 4 semesters	85-06-21
Small Business Administration College Education Centre Campus	3 years, 6 semesters	85-06-21
Redirection Through Education Downtown Campus	26 weeks	85-10-18
<u>Centennial</u>		
Book and Magazine Publishing Warden Woods Campus	2 years, 4 semesters	86-01-24
Hospitality and Tourism Administration Warden Woods Campus	3 years, 6 semesters	86-01-24
<u>Conestoga</u>		
Numerical Control Machine Tool Setter Operator Doon Campus	52 weeks	85-06-21
<u>Confederation</u>		
Interior Design Main Campus	3 years, 6 semesters	85-05-17
Electronics - General Servicing Thunder Bay Campus	48 weeks	85-06-21
Heavy Duty Equipment Mechanic Thunder Bay Campus	40 weeks	85-06-21
Industrial Maintenance Mechanic - Grain Elevators Thunder Bay Campus	48 weeks	85-06-21

College/Campus	Term	Approved
Drafting - Mechanical/ Electrical Thunder Bay Campus	40 weeks	85-09-20
Grain Elevator Technician Thunder Bay Campus	2 years, 4 semesters	85-09-20
Welding Techniques Thunder Bay Campus	38 weeks	86-01-24
Industrial Mechanical Maintenance Techniques Thunder Bay Campus	1 year, 2 semesters	86-02-14
Welder - Advanced Processes Thunder Bay Campus	20 weeks	86-03-21
<u>Durham</u>		
Working With the Aged - Multidiscipline Oshawa Campus	235 hours	85-05-17
Secretarial - General Oshawa Campus	1 year, 2 semesters	85-06-21
Food Preparation General - Basic Oshawa Campus	20 weeks	85-09-20
Food Preparation General - Advanced Oshawa Campus	20 weeks	85-09-20
Food Service and Bartending Oshawa Campus	20 weeks	85-09-20
General Arts and Science Main Campus	2 years, 4 semesters	86-03-21
Activation Techniques in Gerontology Main Campus	200 hours	86-03-21

College/Campus	Term	Approved
<u>Fanshawe</u>		
Health Care Administration Skills Oxford Street Campus	767 hours	85-11-15
Registered Nurse - Critical Care Nursing Oxford Street Campus	410 hours	85-12-13
<u>George Brown</u>		
Chemical Technician - Coatings St. James Campus	2 years, 4 semesters	85-05-17
Gemmology Casa Loma Campus	1 year, 2 semesters	85-06-21
Dance Performance Preparation St. James Campus	1 year, 3 semesters (38 weeks)	85-06-21
Moving in New Directions Nightingale Campus	20 weeks	85-09-20
Plastic Processing Equipment Mechanic Casa Loma Campus	40 weeks	86-01-24
Microcomputer Operator St. James Campus	24 weeks	86-02-14
Mouldmaking Technician Casa Loma Campus	2 years, 4 semesters	86-02-14
Records and Information Management St. James Campus	2 years, 4 semesters	86-03-21
<u>Georgian</u>		
Machinist Barrie, Orillia, and Owen Sound campuses	40 weeks	85-05-17
Justice and Public Safety Management Barrie Campus	1 year, 2 semesters	85-06-21

College/Campus	Term	Approved
Civil Aviation - Air Traffic Services Barrie Campus	3 years, 6 semesters	86-01-24
Civil Aviation - Airport Management and Operations Barrie Campus	3 years, 6 semesters	86-01-24
Civil Aviation - Air Carrier Management and Operations Barrie Campus	3 years, 6 semesters	86-01-24
Building Operation Technician Owen Sound Campus	2 years, 4 semesters	86-01-24
Activation Techniques in Gerontology Owen Sound Campus	180 hours	86-03-21
Concrete Products Technician Barrie Campus	2 years, 4 semesters	86-03-21
<u>Humber</u>		
Occupational Safety North Campus	1 year, 2 semesters	85-06-21
Occupational Hygiene North Campus	1 year, 2 semesters	85-06-21
Systems Analyst North Campus	64 weeks non-semestered	85-06-21
Small Business Management Lakeshore Campus	32 weeks	85-09-20
Retail Management North Campus	2 years, 4 semesters	85-10-18
Fashion Arts - Modelling and Fashion North Campus	2 years, 4 semesters	86-01-24

College/Campus	Term	Approved
Fashion Arts - Cosmetics Management North Campus	2 years, 4 semesters	86-01-24
Urban Tree Maintenance Technician North Campus	2 years, 4 semesters	86-02-14
Activation Techniques in Gerontology North Campus	200 hours	86-03-21
Equine Studies - Horse Care and Equine Skills North Campus	1 year, 2 semesters	86-03-21
Equine Studies - Management North Campus	2 years, 4 semesters	86-03-21
Equine Studies - Coaching North Campus	2 years, 4 semesters	86-03-21
<u>Loyalist</u>		
Photojournalism Main Campus	2 years, 4 semesters	86-03-21
<u>Mohawk</u>		
Blueprint Reading (Construction) All campuses	8 weeks, 240 hours	85-04-19
Automotive Parts Merchandising Saltfleet Campus	1 year 2 semesters	85-05-17
Gerontology - Multidiscipline Fennell Campus	357 hours	86-02-14
Welding Engineering Technician Fennell Campus	2 years, 4 semesters	86-02-14
Motor Vehicle Mechanic - Advanced Electronics All campuses	13 weeks	86-03-21

College/Campus	Term	Approved
<u>Niagara</u>		
Construction Skills - Introductory St. Catharines Campus	20 weeks, 600 hours	85-04-19
Registered Nurse - Psychiatric Nursing The Mack Centre of Nursing Education Campus	42 weeks, 220 hours	85-04-19
Bricklaying St. Catharines Campus	30 weeks	85-05-17
Carpenter - Forming and Framing St. Catharines Campus	25 weeks	85-05-17
Manufacturing Engineering Technology Welland Campus	3 years, 6 semesters	86-02-14
<u>St. Clair</u>		
Heating, Refrigeration, and Air Conditioning Technician All campuses	2 years, 4 semesters	85-06-21
<u>St. Lawrence</u>		
Working With the Aged - Multidiscipline Brockville, Cornwall, and Kingston campuses	255 hours	85-10-18
Women into Trades and Technology Brockville Campus	18 weeks	85-12-13
Office Systems Operations Brockville Campus	32 weeks	86-01-24
Career Planning for Women Brockville, Kingston, and Cornwall campuses	8 weeks	86-01-24

College/Campus	Term	Approved
Sheet Metal Skills Upgrading Kingston Campus	20 weeks	86-03-21
General Arts and Science Kingston, Cornwall, and Brockville campuses	2 years, 4 semesters	86-03-21
General Arts and Science, Programme général d'arts et science (Bilingual) Kingston, Cornwall, and Brockville campuses	2 years, 4 semesters	86-03-21
<u>Sault</u>		
Ambulance and Emergency Care Sault Campus	1033 hours over 3 years	85-04-19
Working With the Aged - Multidiscipline Northern Avenue Campus	240 hours	85-09-20
Gerontology - Multidiscipline Northern Avenue College	339 hours	85-09-20
Mechanical Engineering Technician - Machining Sault Campus	2 years, 4 semesters	86-01-24
Forest Management Technology Main Campus	1 year, 2 semesters	86-03-21

Seneca

Secretarial Arts - Word Processing/ Secretariat - Traitement de textes (Bilingual) King Campus	2 years, 4 semesters	85-04-19
Computer Graphics - Technical Newnham Campus	2 years, 4 semesters	85-12-13

College/Campus	Term	Approved
Illustration - Technical Newnham Campus	4 semesters	85-12-13
Illustration - Technical Designer Newnham Campus	2 semesters	85-12-13
Tour Guide Services Sheppard Campus	16 weeks	85-12-13
Courseware Design and Production Newnham Campus	2 semesters	86-01-24
Home Support Level 2 Newnham Campus	120 hours	86-03-21

Sheridan

Systems Analyst Brampton Campus	3 years, 6 semesters	85-04-19
Law and Security Administration - Loss Prevention Management Brampton Campus	2 years, 4 semesters	85-05-17
Numerical Control Machine Tool Programmer Brampton Campus	18 weeks	85-09-20
Numerical Control Machine Tool Setter Operator Brampton Campus	10 weeks	85-09-20
Sign Language Communicator Brampton Campus	2 years, 4 semesters	85-11-15
Sign Language Interpreter Brampton Campus	3 years, 4 semesters	85-11-15
Travel and Tourism Oakville Campus	2 years, 4 semesters	86-02-14
Business - Fast Foods Operations Management Oakville Campus	2 years, 4 semesters	86-02-14

College/Campus	Term	Approved
Records and Information Management Brampton Campus	2 years, 4 semesters	86-03-21

Sir Sandford Fleming

Tourism and Transportation Convention Management Sutherland Campus	3 years, 6 semesters	85-05-17
Secretarial - Word Processing Sutherland Campus	1 year, 2 semesters	85-05-17
Secretarial Arts - Word Processing Sutherland Campus	2 years, 4 semesters	85-05-17
Motive Power Technician Marine and Leisure Equipment Sutherland Campus	2 years, 4 semesters	85-09-20
Business - Office Administration Sutherland Campus	2 years, 4 semesters	86-03-21
Aquaculture Technician Frost Campus	2 years, 4 semesters	86-03-21

POLICY REGARDING EDUCATION IN THE FRENCH LANGUAGE
IN COLLEGES OF APPLIED ARTS AND TECHNOLOGY

There are two approaches to the education of French-speaking students in the colleges of applied arts and technology. In one, educational programs are provided in the French language, and in the other, some courses and/or

educational programs are provided in both languages. The policy of the Council of Regents encompasses both approaches.

The council maintains the position that the primary objectives of the colleges are:

- to prepare young people to enter the world of work; and
- to assist adults in improving themselves or in preparing themselves for different or better jobs.

With these objectives in mind, the council has adopted the following resolutions:

- That in an area where a recognizable percentage of the population is French-speaking any college will offer some courses and/or programs in the French language, subject to sufficient enrolment under current program regulations, in order to serve graduates from French-language instructional units as well as French-speaking adult students in continuing education. A milieu where French-speaking students feel at

home is essential. It is understood that, where French-speaking students need to improve their English-language skills, appropriate facilities for that purpose are or will be made available.

- That the bilingual or French-language learning resources developed at a college will be shared with other colleges that are also developing bilingual programs in order to minimize the cost of such programs across the province.

RECOMMENDATIONS TO THE MINISTER

Number	Date	Title of Resolution	Minister Response
176-1	85-4	Canadian College of Health Record Administrators Application for Recognition as the Accrediting Body for College Health Record Programs	Accepted
176-2	85-6	Colleges of Applied Arts and Technology Pension Plan Amendments	Accepted
177-1	85-6	Revisions to the Terms and Conditions of Employment for Administrative Staff	Accepted
178-1	85-6	Re-evaluation of Hay Points of Presidents' Positions	Accepted
179-1	85-8	Administrative Staff Cumulative Sick-Leave Gratuities	Accepted
179-2	85-8	Ad Hoc Adjustment to Pensions	Accepted
179-3	85-8	College Employees' Savings Plan	Accepted
180-1	85-6	Mohawk College Occupational Therapy and Physiotherapy Programs	Accepted
181-1	85-10	Mohawk College Proposal for Lease of Off-Campus Facilities	Accepted
181-2	85-10	Conestoga College Proposal for Sale of Property	Accepted
182-1	85-10	Fanshawe College Proposal to Lease an Off-Campus Facility to House Ontario Youth Start and National Training Act Programs	Accepted
183-1	85-11	Algonquin College's Request to Increase Inventory of Classrooms	Accepted
184-1	85-12	Durham College Proposal to Lease Additional Off-Campus Space	Accepted
184-2	85-12	Sir Sandford Fleming College Proposal to Lease Additional Off-Campus Facility	Accepted

Number	Date	Resolution	Minister's Response
184-3	85-12	Maximum Tuition Fee for Part-Time Courses	Accepted
184-4	86-1	Solicitation of Funds (Fundraising) by the Ontario CAATs	Accepted
184-5	85-12	Policy Re: Admission to Programs of Instruction	Accepted
185-1	86-1	Accreditation for Marine Programs	Accepted
186-1	86-2	Hay Policy Line	Accepted
186-2	86-2	Sheridan College Proposal to Lease Land	Accepted in principle

PAST MEMBERS OF THE ONTARIO COUNCIL OF REGENTS

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Mr. J.E.J. Fahlgren, Red Lake
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THE ONTARIO COUNCIL OF REGENTS FOR
COLLEGES OF APPLIED ARTS AND TECHNOLOGY

ANNUAL REPORT

SEPTEMBER 1, 1987 TO AUGUST 31, 1988

"IN TRANSITION..."

Publié en français sous le titre:

Rapport annuel 1987 - 1988
du Conseil ontarien des affaires collégiales
«*EN TRANSITION*»



Ontario Council of Regents
for Colleges of
Applied Arts and Technology

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LETTER OF TRANSMITTAL

August 31, 1988

The Honourable Lyn McLeod
Minister of Colleges and Universities
13th Floor
101 Bloor Street West
Toronto, Ontario
M5S 1P7

Dear Minister:

I am pleased to submit to you, on behalf of the Ontario Council of Regents for Colleges of Applied Arts and Technology, **"IN TRANSITION . . ."**, the annual report of the Council of Regents for the period September 1, 1987 to August 31, 1988.

The past year has proven to be rewarding and challenging for the Council. As the report indicates, it has been a year of both transition and innovation.

The Council of Regents would like to thank you for your ongoing leadership and support. We look forward to your comments on our annual report.

Sincerely,

Charles E. Pascal
Chair

**THE ONTARIO COUNCIL OF REGENTS FOR
COLLEGES OF APPLIED ARTS AND TECHNOLOGY**

The Ontario Council of Regents for Colleges of Applied Arts and Technology is a provincial agency established under the Ministry of Colleges and Universities Act. The Council is responsible and accountable to the Minister of Colleges and Universities.

The Council's primary role is to provide informed policy advice, for consideration by the Minister of Colleges and Universities, that will promote and encourage the well-being and effectiveness of Ontario's system of colleges of applied arts and technology.

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I. INTRODUCTION

It is safe to say that the Ontario Council of Regents has undergone a period of transition in the past several years; hence, the title of this annual report for the academic year 1987/88.

Historically, the Council had responsibilities in the areas of program approval, collective bargaining, appointing members to the twenty-two local college of applied arts and technology boards, and other activities that might be deemed operational/executive authority functions.

In December 1985, the then Minister of Colleges and Universities, Gregory Sorbara, commissioned Walter Pitman to evaluate various issues subsumed under the general title "governance". The Pitman report of June 1986 noted that the Ontario college system, led by the Minister of Colleges and Universities and her/his Ministry, with local leadership provided by the twenty-two college boards, required more medium- and long-range policy research and planning. In his report, Pitman concluded that the Council of Regents should accordingly be replaced or revamped. Although the exact form that Pitman recommended was not adopted, the intent of his recommendations was acted upon by Mr. Sorbara in recommending that the Council's new role emphasize medium- and long-range planning.

Mr. Sorbara also commissioned Dr. Jeffrey Gandz to review the system of collective bargaining, including the Council's role as the system-wide bargaining agent. As the reader will note in section V of this report, Council believes that its new policy-planning role is inconsistent with its role as management agent in collective bargaining, in view of the Council's wish to pursue its planning function in a co-operative, collaborative fashion with all the stakeholders and their leaders in and around the college system.

In April 1987, it became obvious to the present Minister of Colleges and Universities, Lyn McLeod, that in the area of program planning the Council should be concerned with more medium-range and "macro" programming issues than the approval of specific programs. Accordingly, the program-approval process shifted to the Ministry of Colleges and Universities, whose personnel had actively supported the Council's role.

This annual report will emphasize some new approaches to the Council's work. There is a renewed emphasis on partnership, not only with the stakeholders within the system, but with other important groups as well, such as the universities and their representative groups, including the Ontario Council on University Affairs.

This annual report covers the period September 1, 1987 to August 31, 1988, commonly known as the "academic year". This departure from the fiscal-year and calendar-year time frames coincides with the appointment of the current chair of the Council of Regents. It is also felt that the academic year coincides with the objectives and cycle of the Council's activities in a more integrated fashion than do the other time frames.

We would be remiss if we did not acknowledge the outstanding leadership of Ms. Laura Barr, acting chair of the Council from August 1986 to August 1987. Her leadership during this part of the transition period was crucial in building new relationships and

establishing the groundwork for many of the initiatives noted in this report. The excellent support of our Council of Regents staff, in particular Ms. Terry Pitre and Ms. Michele Nugent, was also essential during the transition from Ms. Barr's leadership to that of the current chair of the Council.

II. COUNCIL MEMBERSHIP

The Council's new role in medium- and long-range planning requires a breadth and depth in its membership. Its membership must reflect the skills and demographic characteristics of the province.

The Council is very grateful to the Premier of Ontario for recent appointments that reflect an understanding of its new role.

At present, Council consists of a chair and sixteen members. The members are appointed by order in council and provide a balanced representation of region, gender, language, occupation, and cultural background. The Council's work is assisted by a permanent secretariat and research staff, which is supplemented by secondments from the college system.

CHARLES E. PASCAL, CHAIR

September 1987 to December 1990

Before joining the Council, Charles Pascal spent six years as president of Sir Sandford Fleming College of Applied Arts and Technology in Peterborough/Lindsay. Previously, Dr. Pascal held academic positions at McGill University and the Ontario Institute for Studies in Education. He holds a Ph.D., M.A., and B.A. in psychology, all from the University of Michigan. He has been on the boards of Trent University, the University of Toronto, and many community agencies in Montreal, Peterborough, and Toronto.

Dr. Pascal is interested in the design of instructional methods, organizational development, evaluation, and international education. He has delivered over one thousand workshops, seminars, and lectures for educators and the business community, and he has written and published extensively. Dr. Pascal lives in Toronto.

LAURA BARR

January 1983 to December 1988

Laura Barr was born in Japan and educated in Ontario. Her career has encompassed a variety of nursing and administrative positions, including those of executive director of the Registered Nurses' Association of Ontario and assistant executive director, patient services, at Sunnybrook Medical Centre, Toronto. She has served on many boards and committees in the fields of health and education. She has been honoured by the establishment of the Laura Barr Lecture Series by the Registered Nurses' Association of Ontario and has an honorary life membership with that association as well as with the Canadian Society of Association Executives. Ms. Barr is a recipient of the Queen's Silver Jubilee Medal. She is completing her sixth year on the Council and has served as vice-chair for two years.

ROBERT BÉLANGER

January 1987 to December 1989

Robert Bélanger was in the federal public service from 1952 to 1978. His career positions included budget analyst with the Treasury Board, financial advisor to the

Canadian delegation to NATO in Paris, executive assistant to the first president of the Treasury Board, and member of the personal staff of Prime Minister Lester B. Pearson. During the following ten years he filled a variety of senior positions in the fields of economic and social development. He is currently the director general of a sports-governing body. He has been involved in many community activities, including serving as a trustee with the Ottawa Board of Education for ten years. Mr. Bélanger resides in Ottawa.

PETER DAWSON

January 1988 to December 1990

Peter Dawson, executive advisor to The Dawson Group Inc., has had a thirty-two-year business management career that includes personnel and employee relations with a major multinational consumer products company, Procter & Gamble Inc. In addition, he lectured part-time on management development for ten years at Mohawk College of Applied Arts and Technology in Hamilton. Mr. Dawson has been actively involved in municipal government, the Ontario Manpower Commission, the International Business Council of Canada, the Canadian Chamber of Commerce, and many other community organizations including the Mohawk College Board of Governors, of which he was chair. Mr. Dawson is a resident of Stoney Creek.

JACQUELINE FRASER

May 1987 to December 1989

Jacqueline Fraser, who holds an M.Ed. and a B.A. from the University of Ottawa and a specialist degree in physical education, is a school teacher with experience at the elementary, secondary, and university levels. She is involved in a wide range of community and sports activities, one of which is coaching interscholastic competitive teams for the past twenty-eight years. She was a member and chair of the St. Lawrence College Saint-Laurent Board of Governors and president of the regional School Athletics Association. Ms. Fraser resides in Alexandria.

LOUISE GAUTHIER

February 1987 to December 1989

Louise Gauthier, a resident of Timmins, is a practising lawyer. Her extensive service to her community has included being a member and vice-chair of the Northern College Board of Governors; sitting on the boards of directors of the Victorian Order of Nurses, the Kapuskasing and District Association for the Mentally Retarded, and the Humane Society; and being a team captain for the United Way. Ms. Gauthier is a member of the Association des juristes d'expression française de l'Ontario, the Canadian Bar Association, and the Cochrane Law Association.

W. JAMES GRIFFIS

January 1986 to December 1988

Jim Griffis, a life-long resident of Thunder Bay, has been involved with education at all levels for many years. Mr. Griffis was the business administrator and secretary-treasurer of the Port Arthur Board of Education for twenty-five years and superintendent of business of the Lakehead Board of Education for five years. His many positions

have included that of school trustee for the Lakehead Board of Education for eleven years; president of the Ontario Association of Housing Authorities; and president of the Ontario Association of Children's Aid Societies.

BEV MARSHMAN

January 1988 to December 1990

Bev Marshman obtained her doctorate in mathematics from the University of Waterloo and is now an assistant professor in the Department of Applied Mathematics at that university. Dr. Marshman's strongest interest is in teaching and learning innovations. She serves on the university's Technology in Education Committee and the Council on Human Resources, and is also deeply involved in curriculum planning and revision and undergraduate advising. She resides in Kitchener.

PENNY MOSS

January 1986 to December 1988

Penny Moss received her education at Nottingham University in England and was a lecturer in applied biology in a technical college. Ms. Moss is now an executive assistant with the Federation of Women Teachers' Associations of Ontario. Her well-known community involvement has included terms as school trustee and chair of the Toronto Board of Education and memberships in the Toronto Board of Health, the Learnxs Foundation, the Association of Large School Boards of Ontario, and a number of provincial advisory committees concerned with education. Ms. Moss resides in Toronto.

HARRY B. PICKEN

July 1987 to December 1988

Harry Picken, P.Eng., a resident of Ridgeway, has had a varied career as an engineer in the field of aviation. Before retiring in 1981, Mr. Picken was president and chief engineer of Genair Ltd. for thirty years. He received the Professional Engineers of Ontario Medal in 1981 for community service. He is now president and general manager of Frontier Records and Frontier Music. Mr. Picken is also a professional pianist and organist and has recorded two albums. He has served on the Technology Advisory Board and the Board of Governors of Niagara College of Applied Arts and Technology. Mr. Picken is a past chair and member of the Town of Niagara Planning Board and was named Citizen of the Year, 1968, for Niagara Town and Township.

JOHN RANKIN

January 1988 to December 1990

John Rankin holds a B.Sc. in chemistry and an M.B.A., both from McMaster University. He is currently vice-president, human resources, at Federal Industries Ltd. and chair of the Canadian Centre for Creative Technology (sponsor of the Shad Valley program for gifted teenagers). He has also served on the boards of directors of the Mississauga Hospital, the Youth Science Foundation, and the Personnel Association of Ontario, and as a member of the Management Council for Responsible Employee Relations. Mr. Rankin lives in Milton.

CHRISTOPHER ROACH

April 1987 to December 1989

Christopher Roach graduated from Centennial College of Applied Arts and Technology in 1987. He was president of the student council at Centennial and well-known among the college system's student leaders. Mr. Roach is employed by the Bank of Montreal as a computer analyst.

PATRICK SALITURI

July 1987 to December 1988

Patrick Salituri holds an associate degree in electronics engineering technology from the Western Ontario Institute of Technology, now St. Clair College of Applied Arts and Technology. Mr. Salituri has been employed in a number of senior management positions with Algoma Steel in Sault Ste. Marie and currently is the superintendent of construction. His activities include participation in the Economic Development Corporation, Sault Ste. Marie, and the Catholic Centre Board of Directors, and he is a past president of the Algoma Steel Club and a past chair and member of the Sault College Board of Governors. Mr. Salituri is a resident of Sault Ste. Marie.

DIANE SCHWARTZ

April 1987 to December 1989

Diane Schwartz is currently vice-president, U.S. individual business, for Manufacturers' Life Insurance Company. She holds a bachelor of commerce degree from the University of Toronto. Her career has encompassed the fields of corporate planning, public affairs and marketing, and general management in Canada and the United States. Ms. Schwartz is a past board member of Ryerson Polytechnical Institute, a vice-chair of fund raising for Bowmanville Memorial Hospital, and a board member of the Ontario Special Olympics. She resides in Toronto.

ROBERT SISKIND

January 1988 to December 1990

Robert Siskind, of London, Ontario, actively practised law in the areas of municipal and land development for fifteen years. He is now with Decade Development, a company involved in the construction and restoration of new and existing properties. His extensive volunteer positions have included chair of the Board of Governors of the University of Western Ontario, seats on the boards of the United Way, Canadian Heart Foundation, Canada Council, London Jewish Community Council, and Roberts Research Institute, as well as other memberships in various charitable and community organizations.

JO SURICH

January 1987 to December 1989

Jo Surich was educated at the Universities of Waterloo and Toronto. After teaching political economy for fourteen years at the University of Waterloo, he left the university for the Ontario Federation of Labour. At the OFL he was charged initially with developing the federation's educational programs and later became research director. He has extensive experience as a speaker and consultant on skills development,

training, and general human-resource questions. Dr. Surich is now president of Brocksway Information Technologies, a software development firm that specializes in human-resource software for microcomputers.

PHILOMEN WRIGHT

January 1988 to December 1990

Philomen Wright, whose banking career encompasses financial and human-resource management, also has extensive experience in government and education. Ms. Wright's community activities include membership in the following: The North York Black Education Committee, The North York Board of Education Steering Committee on Education, and The Ontario Advisory Council on Multiculturalism and Citizenship. Ms. Wright is fluent in French and Spanish, having graduated with a B.A. in languages from the University of the West Indies. She is a fellow of the Institute of Canadian Bankers and has completed graduate studies in business management at York University. Ms. Wright resides in North York.

III. MISSION STATEMENT

In view of the Council's transition, the many activities in which the Council has been involved over the years, and some new expectations, the Council felt that its first task this year was to develop a new statement of its mission.

This process began with the Council sponsoring a workshop on its future. In considering some likely future roles for itself, it developed a draft mission statement which was tested with all of the stakeholders and/or their representatives in the system.

This was the "new" Council's first activity, and the process for developing the final version of the mission statement had to reflect the beliefs inherent in the statement. For example, the mission statement which follows emphasizes a consultative, collaborative, and open approach to developing policy options for the Minister; it was important that the process reflected those principles. Therefore, developing the mission statement involved presentations around the province by the chair and others, and a large number of submissions were received as a result of extensive mailings to board chairs, presidents, student groups, and the Ontario Public Service Employees Union (OPSEU).

MISSION

Policy Advice to the Minister

The Council's primary role is to provide informed policy advice, for consideration by the Minister of Colleges and Universities, that will promote and encourage the well-being and effectiveness of Ontario's system of colleges of applied arts and technology.

Through vigorous, timely, and well-researched policy, the Council's work will be guided by the following values and beliefs:

- . a commitment to students;
- . a commitment to those employed in the college system;
- . a concern for the needs of those who employ college graduates;
- . accountability to the people of Ontario;
- . a sensitivity to the future and the social, cultural, economic, and educational contributions and opportunities that can be created by a far-sighted, dynamic, and flexible college system;
- . the need for the Council to act as an effective catalyst for meaningful change and innovation in the college system;
- . a recognition of the colleges as instruments of public policy;
- . a recognition that while committed, co-operative leadership is necessary for the achievement of system goals, individual college initiative, creativity, and innovation must also be respected and fostered.

Recognizing the need for vigorous, long-term planning and continual review and renewal of the mandate of Ontario's colleges, the Council's work will be shaped by:

- . a consultative and accessible approach, working collaboratively with boards of governors, college presidents and the Association of Colleges of Applied Arts and Technology of Ontario, seeking broad input from other representatives of those who work and learn in the colleges;

COUNCIL'S APPROACH TO ITS WORK

- . the development of a broad strategic understanding of major economic, social, cultural, and educational issues facing Ontario, and of the problems and opportunities they present to the colleges;
- . the development and maintenance of effective linkages with the school system and universities of Ontario;

- . the evaluation of Ontario educational issues in light of the experience of other jurisdictions in Canada and beyond;
- . the re-evaluation of the Council's policy recommendations and its processes as required by changing social and economic circumstances.

In accomplishing its work, the Council will collaborate on a regular basis with the Minister to update annual policy priorities.

Other Statutory Activities

The Council has executive authority to appoint governors to the local boards. As such, it has a responsibility to provide support to the Ministry of Colleges and Universities and the Association of Colleges of Applied Arts and Technology in the area of orientation and development of individual boards.

At this time, the Council still has responsibility for collective bargaining with support staff and faculty (OPSEU) and for making recommendations to the Minister of Colleges and Universities regarding salaries for administrative staff. These responsibilities are pending a review by the Minister as a result of the Gandz Commission.

The Council performs other ad hoc responsibilities as assigned by the Minister of Colleges and Universities.

IV. THE DEVELOPMENT OF A NEW MEMORANDUM OF UNDERSTANDING BETWEEN THE MINISTER AND THE COUNCIL OF REGENTS

In view of the Council's transition in roles -- and in view of the tradition of having a memorandum of understanding between the Minister and the Council -- a new memorandum of understanding was developed during this past year which emphasizes the following key points:

- "1. ... the Council shall assist the Minister in the overall planning of program activity in the colleges by assessing and advising the Minister on policy issues affecting the college system; monitoring developments in postsecondary educational institutions in other jurisdictions and advising the Minister on their relevance to Ontario's colleges; generally advising the Minister on long-term strategic directions for the college system; and continually reviewing the mandate of the college system.
2. The Council is an agent of the Crown and is responsible and accountable to the Minister.
3. Either the Council or the Minister may identify policy issues for consideration by Council.
4. In order to facilitate collaboration and co-operation between the Council and the Ministry of Colleges and Universities, and to assist council and ministry staff in the development and prioritization of their workplans and in the avoidance of unnecessary duplication or overlap in activities, the Council shall provide the Minister with a schedule of projects, which shall include those projects referred by the Minister, which the Council plans to address in the ensuing year.
5. Subject to the Freedom of Information Act and the Protection of Individual Privacy Act, 1987, the Council shall have access to all data collected or compiled by the Ministry of Colleges and Universities which are necessary for the Council to carry out its responsibilities. Copies of college annual reports to the Minister and reports on college operational reviews submitted to the Minister shall be distributed to the Council as a matter of course.
6. In order to enable it to carry out its responsibilities as specified both in the legislation and this memorandum, the Council shall be provided with a secretariat with staff and resources. Ministry and council staff will work on joint projects as mutually determined appropriate"

V. IN SEARCH OF SOME NEW WAYS OF DOING BUSINESS

Traditionally, the Council has "kept in touch" with the college system by visiting each college approximately every three years. While these visits served a useful purpose in getting members of the Council together with representatives of constituent groups within each college, the Council's new role requires a far more intimate, ongoing, and thorough understanding of the issues facing each college.

With this in mind, the Council developed the concept of the College Liaison Team so that each Council member could become an informed advocate for at least two colleges through one or more visits each year. The members of the liaison teams are:

Algonquin

Charles Pascal, Leader
Jacqueline Fraser
Robert Bélanger

Cambrian

Peter Dawson, Leader
Jim Griffis
Robert Bélanger/Louise Gauthier

Canadore

Jo Surich, Leader
Louise Gauthier

Centennial

Charles Pascal, Leader
Harry Picken

Conestoga

Laura Barr, Leader
Philomen Wright

Confederation

Charles Pascal, Leader
Bev Marshman
Pat Salituri

Durham

Charles Pascal, Leader
Diane Schwartz
Christopher Roach

Fanshawe

Laura Barr, Leader
Bev Marshman

George Brown

Laura Barr, Leader
Peter Dawson
Diane Schwartz

Georgian

Charles Pascal, Leader
Louise Gauthier
Christopher Roach

Humber

Charles Pascal, Leader
Jim Griffis
Philomen Wright

Loyalist

Charles Pascal, Leader
Jacqueline Fraser
Terry Pitre (Executive
Secretary, Council of Regents)

Niagara

Penny Moss, Leader
Peter Dawson

St. Clair

Laura Barr, Leader
Harry Picken
Robert Siskind

Sault

Laura Barr, Leader
Peter Dawson
Christopher Roach

Sheridan

Laura Barr, Leader
Terry Pitre
Jo Surich

Lambton

Pat Salituri, Leader
Robert Siskind

Mohawk

Laura Barr, Leader
Harry Picken

Northern

Penny Moss, Leader
Jim Griffis

St. Lawrence/Saint-Laurent

Robert Bélanger, Leader
Peter Dawson

Seneca

Charles Pascal, Leader
John Rankin

Sir Sandford Fleming

Penny Moss, Leader
Terry Pitre
John Rankin

College Liaison Teams have dealt with such items as:

- board appointments
- new college programs and activities and innovative practices
- the colleges' views on the key issues, at both the local and system-wide levels, that should be on the Council's agenda

- feedback from the colleges on the Council's current work.

It is through College Liaison Teams and other methods yet to be devised that the Council hopes to be sensitive to the individual differences of each college and to build a consensus with respect to the policy and planning agenda required for the Council to be an effective and informed advocate for the college system.

Following the development and implementation of the College Liaison Team concept, six team visits took place in the spring of 1988. Most colleges will have at least one visit in the fall of 1988.

VI. COLLECTIVE BARGAINING

The Honourable Lyn McLeod, Minister of Colleges and Universities, released the report of Dr. Jeffrey Gandz, the collective bargaining commissioner, on April 18, 1988. Although the Minister has not responded to Dr. Gandz's report as of the date of publication of this report, Dr. Gandz has agreed with the Council that sometime in the near future, the Council should yield its role as management agent in collective bargaining to a province-wide employers' association. If adopted, this change would result in more local ownership and leadership of, by, and for the local boards on behalf of the system.

Regardless of what the Minister and her government decide with respect to collective bargaining in the college system, the Council did provide leadership for management at the bargaining table in negotiating two contracts -- one with support staff and one with faculty -- during this past year.

Both sets of negotiations involved a new management committee structure that provided for a much greater involvement of college administrators. The agreements reflect improvements for both management and staff that are designed to enhance future relationships at all levels in the college system.

That both agreements were arrived at voluntarily is a credit to all those who participated in the process. The Council is particularly grateful to Bert Curtis, who chaired the Support Staff Negotiating Team for the Council, and to Keith McIntyre, who chaired the Faculty Negotiating Committee, for their outstanding leadership and the effective contributions and commitment of their committee colleagues. The Council is also very grateful for the excellent support and leadership of Ian McArdle and his colleagues in the Staff Relations/Benefits Section of the College Affairs Branch, Ministry of Colleges and Universities.

VII. DEVELOPING A POLICY RESEARCH CAPABILITY

With the Council's new policy-planning function comes the need for a policy research secretariat. Although funding took longer and was less than anticipated, we are pleased to report the hiring of our first manager of policy and research, Dr. Riel Miller.

Dr. Miller's international experience in the early 1980s at the Organization for Economic Co-operation and Development (OECD) in Paris and his doctorate in economics from the New School for Social Research in New York provide the Council with important analytic resources and experience in the realm of comparative public policy. After returning to Ontario in 1984, Dr. Miller honed his skills in communications and leadership while working as a policy adviser at the Ontario legislature and for the Ontario trade union movement, through his work at the Ontario Federation of Labour.

The Council has also hired a chief policy analyst, Dr. Brian Wolfe, who has an M.A. in economics and a Ph.D. in educational planning. Dr. Wolfe joins us after working in the College Affairs Branch of the Ministry of Colleges and Universities for seven years. While with the branch, he participated in several studies concerning the financial health and needs of the college system and served as a resource person in collective bargaining between college teachers and the Council.

Before working in the College Affairs Branch, Dr. Wolfe was involved in various research projects involving education and skills training in Ontario. He also taught economics full-time at Ryerson Polytechnical Institute for two years.

In order to build partnerships with the college system, we have initiated a secondment program and have secured, as our first secondee, Ms. Terry Dance from George Brown College. Ms. Dance obtained her B.A. and M.Ed. degrees from the University of Toronto.

As the former chairperson of the Community Outreach Department at George Brown, Ms. Dance brings both a college and a community perspective to her work. She has designed and evaluated many educational programs for disadvantaged adults and actively promoted a partnership between various communities and the college system.

As a member of George Brown's College Council and co-chair of the Chairpersons' Committee, Ms. Dance is also familiar with many of the system-wide issues confronting colleges today. She has researched and developed policy on such issues as multiculturalism, remedial education, and the effect of federal training initiatives on colleges.

In addition, we were fortunate to recruit Ms. Mora Thompson as secretary to the chair of the Council. Ms. Thompson earned her bachelor of arts degree from the University of British Columbia.

Ms. Thompson comes to us with experience in administration, communications, and research, primarily in the public sector. At the provincial level, she has worked for the Ministry of Community and Social Services. At the federal level, she was a

constituency assistant and office administrator for a cabinet minister. Prior to that, Ms. Thompson worked as a researcher for a member of parliament and as a legal secretary.

We hope to hire another policy analyst in the next fiscal year and to expand our secondment program, our use of consultants, and opportunities for interns and research assistantships from the Higher Education Group at the Ontario Institute for Studies in Education.

An increase in staff necessitated a move into new quarters at 790 Bay Street, Toronto in August 1988.

VIII. OTHER ISSUES AND ACTIVITIES

1. Election Procedures for Internal Governors

As a response to the Pitman report, the government amended Regulation 640 of the Ministry of Colleges and Universities Act, which as a result allows internal college constituent groups -- students, faculty, support staff, and administration -- to opt for non-voting representation on the board of governors. Regulation 640 now states that the election of internal governors is to be done in concert with election procedures approved by the Council of Regents.

The Council established a Sub-Committee on Election Procedures and worked collaboratively with the twenty-two college boards to develop twenty-two sets of election procedures that met both the particular needs of each college and the requirements of the new regulation. As a result, twenty-one of the twenty-two colleges have had elections. Accordingly, duly-elected internal governors -- one per constituent group -- now sit on the boards of our colleges.

2. The Establishment of a Committee to Review the Voting Status of Internal Governors

In April 1988, the Honourable Lyn McLeod asked the Council to establish a committee to review the voting status of internal governors. The committee has been established, the request to individual boards and other constituent leaders to provide input has been made, and it is hoped that the committee, through the Council, can provide its advice to the Minister during the period of the next annual report.

3. The Board Appointment Process

The Assistant Deputy Minister, Dr. Ralph Benson, and the chair of the Council co-chaired a committee that reviewed the Board appointment process and the membership requirements at the local board level. The overall results of its investigation will encourage local Boards to ensure that the nominations they submit to the Council reflect the demographic characteristics of their community and the major strategic issues facing each college.

The municipal positions, nominations for which have traditionally been provided by the municipalities and counties to the Council, will no longer be required. However, it is important to emphasize that college boards will be expected to consult effectively and actively with a wide variety of constituent groups in their community, including representatives of the municipalities and counties, as they develop nominations for the Council to consider.

The overall thrust of the committee's recommendations, as adopted by the Minister, is to provide greater flexibility as boards, in their membership, try to balance issues such as gender equity and the linguistic, cultural, social, and economic needs of the colleges.

The other major change with respect to the board appointment process is one of communications between the Council and local boards. As part of the College Liaison Team concept described in section IV of this report, each team will be informed of the college's major issues and the types of individuals that the local board wishes to have the Council appoint when vacancies arise. Meetings between the College Liaison Team and the local board nominating committee and/or executive and/or full board from time to time will increase communications and result in a more effective and thorough process.

4. Guidelines for Presidential Selection

In view of the many recent and anticipated presidential retirements and the important role that presidents will be required to perform during the next period of the college system's history, it was felt that there was a need to provide guidelines for presidential searches. Therefore, a joint committee co-chaired by the chair of the Council and the Assistant Deputy Minister of Colleges and Universities produced a set of guidelines to assist local boards.

It should also be noted that the new Regulation 640 gives the Minister the authority to review search procedures for each presidential selection process:

- "6. (2b) Before making a determination with respect to the process used to appoint, review or remove a college president, the Minister shall consider at least the scope of the presidential search, the selection criteria used by the board, the membership of the college search committee and the performance appraisal methods used by the board."

5. Other Issues and Projects

i) Guidelines for Governors

The Ministry and the Council also published the latest, expanded version of Guidelines for Governors, a complete guidebook for both new and experienced governors. Ministry of Colleges and Universities staff provided most of the assistance required to produce this revised version.

ii) Liaison with Other Jurisdictions

In order for the Council to perform its planning function, it is important for it to establish relationships with other jurisdictions, both in education and in other areas.

As a result, the Council has initiated some new and informal liaison activities. For example:

- Dr. Paul Fox, the chair of the Ontario Council on University Affairs (OCUA), was invited to one of the Council of Regents' planning retreats. This was the first time a representative of the OCUA and the Council of Regents have talked about postsecondary education generally. In July 1988, the chair of the Council of Regents was invited to make a presentation to a full meeting of the OCUA to reciprocate.
- The chair of the Council, Dr. Charles Pascal, and Council members Ms. Penny Moss and Dr. Jo Surich participated in the National Forum on Postsecondary Education in October 1987 in Saskatoon. Dr. Pascal was on the Steering Committee.
- Dr. Pascal was part of the delegation from the Ministries of Colleges and Universities, Education, and Skills Development to West Germany to study the apprenticeship system in that country.
- Dr. Pascal is working with the Council of Ontario Universities to plan a tour of college and university presidents to Sweden that will be led by Deputy Minister of Colleges and Universities, Thomas Brzustowski.
- Dr. Pascal maintains an active liaison schedule with deputy ministers. In addition to meeting with the Deputy Minister of Colleges and Universities, the chair liaises with the deputy ministers of the following ministries: Education; Skills Development; Community and Social Services; Intergovernmental Affairs; and Industry, Trade and Technology; as well as the Human Resources Secretariat, in order to be sensitive to the major issues affecting other areas of government that might affect the college system's future.
- Dr. Pascal was the educator-in-residence at the Pacific Management Development Institute in British Columbia.
- Ms. Penny Moss and Dr. Pascal were two of the major presenters at the Institute on Women and Work sponsored by the City of Toronto in November 1987.
- Dr. Pascal participated in the annual conference of the Association of Canadian Community Colleges in Saint John, New Brunswick, in June 1988.

iii) **Administrative Salaries**

Traditionally, members of the administrative group in the colleges have not perceived the Council's process of determining its annual recommendation to the Minister for administrative salaries to involve representative views and input from the "rank-and-file" administration. As a result, this past year, the Council established an Ad Hoc Committee on Administrative Salaries to develop recommendations for the Council.

This action reflects the Council's interest in improving communications and in determining policy in a collaborative fashion.

During the past year, this committee, the Committee of Presidents, and Hay and Associates provided input to the Council. The Council continues to evaluate ways of developing a permanent structure that will be representative, collaborative, and sensitive to some of the options implied by the Gandz report.

IX. COLLEGE VISITS

The College Liaison Teams have visited six colleges since the establishment of the teams in the spring of 1988.

Dr. Charles Pascal and the Council of Regents staff also maintain an independent visitation program to keep abreast of issues and activities in the colleges. As part of this program, the chair of the Council visited twenty colleges during the past year at least once, and many more than once. In addition, he was involved in approximately fifty speaking engagements and workshops.

X. COUNCIL MEETINGS

<u>Date</u>	<u>Location</u>
September 16 to 18, 1987	St. Clair College, Windsor
October 21 to 23, 1987	Sault College, Sault Ste. Marie
November 12 and 13, 1987	Centennial College, Scarborough
December 9 to 11, 1987	Sheridan College, Oakville
January 20 to 22, 1988	Retreat at Eaton Hall, Seneca College, King Campus
February 10 to 12, 1988	Royal York Hotel, Toronto (in conjunction with the annual conference of the Association of Colleges of Applied Arts and Technology of Ontario)
March 9 and 10, 1988	Pillar & Post Inn, Niagara-on-the-Lake
May 18 and 19, 1988	Bristol Place Hotel, Toronto
June 15 to 17, 1988	Pinestone Inn, Haliburton

XI. ENVISIONING THE YEAR 2000:

Reviewing and Renewing the College System's Mandate

In a letter to the chair of the Council dated December 8, 1987, the Honourable Lyn McLeod, Minister of Colleges and Universities, requested that the Council develop "a vision of the college system in the year 2000" in recognition of the challenges facing Ontario's educational system and the colleges of applied arts and technology in particular. The Minister stated:

"As Ontario's system of colleges of applied arts and technology enters its third decade, it faces the challenge of meeting changing needs in a changing environment. Decisions made now regarding college programs and services will significantly impact the future direction of the system and its ability to meet these changing needs...."

The Council welcomes this opportunity to assist the Minister in determining what role the college system can play in responding to the challenges facing Ontario.

The Council firmly believes that the college system must play a vital role in any comprehensive strategy aimed at equipping Ontarians for the future. Changes in the way we work and in the way we live mean new educational needs and responsibilities. Now is the time to re-examine the relationships between the colleges, schools, and universities. There will be no better time to determine the role of the college system in the social and economic transformation taking place all around us.

Vision 2000 aims to define a clear and coherent role for the college system in the next century. This vision for the future depends upon the creativity and insight that can only be provided by educators and citizens working together in a participatory process. Through a highly consultative and inclusive process, Vision 2000 is meant to provide a comprehensive, analytical, and future-directed response to the question: "What should the college system look like in the year 2000, and how do we get there from here?"

Much of the answer to this question will be found in the actual process of inquiry. Vision 2000 can only hope to realize its objectives if the colleges and their many communities create the answers as part of this process of discussion and involvement. In this sense, the process will be part of the product.

In keeping with the Council's new mission statement, then, the purpose of Vision 2000 is to assist the Minister in reviewing and renewing the college system mandate through a visible, collaborative, and broadly integrated policy process.

Council has appointed a thirty-six-person Steering Committee to oversee several study teams that will analyze and debate the wide range of issues of concern to the college system.

Although the final report will not be available until the end of 1989, progress reports and draft policy papers will be developed and released by several study teams

throughout the process. It is expected that the process will be officially launched in the fall of 1988.

XII. CONCLUSION

While this past year has been one of transition, the demands and expectations of Vision 2000 will do much to focus the resources and the attention of the Council and to concretize, in a very demonstrable fashion, its new role. We await the Minister's decision concerning collective bargaining and will, of course, respect and support her conclusions.



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Publications



THE ONTARIO COUNCIL OF REGENTS FOR
COLLEGES OF APPLIED ARTS AND TECHNOLOGY

ANNUAL REPORT

SEPTEMBER 1, 1988 TO AUGUST 31, 1989



"MOVING FORWARD..."



Ontario

Ontario Council of Regents
for Colleges of
Applied Arts and Technology

Conseil ontarien
des affaires
collégiales

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LETTER OF TRANSMITTAL

August 31, 1989

The Honourable Sean Conway
Minister of Colleges and Universities
22nd Floor
Mowat Block
900 Bay Street
Queen's Park
Toronto, Ontario

Dear Minister:

I am pleased to submit to you, on behalf of the Ontario Council of Regents for Colleges of Applied Arts and Technology, "**Moving Forward . . .**", the annual report of the Council of Regents for the period September 1, 1988 to August 31, 1989.

The past year has proven to be rewarding and challenging for the council. As the report indicates, it has been a year of preparing for the year 2000 and moving forward with the council's new and developing planning role.

The Council of Regents would like to thank you for your ongoing leadership and support. We look forward to your comments on our annual report.

Sincerely,

Charles E. Pascal
Chair

THE ONTARIO COUNCIL OF REGENTS FOR COLLEGES OF APPLIED ARTS AND TECHNOLOGY

The Ontario Council of Regents for Colleges of Applied Arts and Technology is a provincial agency established under the Ministry of Colleges and Universities Act. The council is responsible and accountable to the Minister of Colleges and Universities.

The council's primary role is to provide informed policy advice, for consideration by the Minister of Colleges and Universities, that will promote and encourage the well-being and effectiveness of Ontario's system of colleges of applied arts and technology.



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I. INTRODUCTION

The title of last year's annual report of the Ontario Council of Regents was "In Transition". In one major way, the council is still in transition: its role in collective bargaining on behalf of the college boards continues. Although the former minister, Lyn McLeod, had indicated her intention to establish an employers' association to assume the management role in bargaining, the council is still legally responsible for this activity. In view of what lies ahead and in view of the need to involve those who implement contracts in the process of negotiating them, the council continued its efforts this year to involve both board chairs and presidents in the process and to maintain effective communications with all managers in the system (see page 18, Section VI, "Collective Bargaining/Human Resource Management").

With respect to the council's policy and planning role, "the future is now" in the form of the Vision 2000 process, the major review of the college system's mandate launched in October 1988 by the Honourable Lyn McLeod. The process is in keeping with the council's mission statement and its commitment to pursue planning in a collaborative fashion. Although the project's final report will not be tabled until early 1990, Vision 2000 is being described as a success because of the many individuals and groups, within and outside the college system, who have submitted high-quality "visions" of the college system's future. Getting the system's **stakeholders to think strategically . . . together** is a major objective of Vision 2000 (see page 20, Section VII, "Vision 2000").

The 1988-89 year was also the year in which the minister announced the establishment of the **twenty-third college, La Cité collégiale**. The council was involved in developing nominations for, and approving the final list of, the external membership of the new board.

The council was pleased that the minister accepted its recommendation that internally elected governors at each college be granted **full voting privileges**. It was also pleased with the effective manner in which most boards of governors seized the opportunities made available to them by the presence of internal governors.

Finally, the council's activities have been enhanced this year by the talents and good graces of many. To name a few, we are grateful to **Roy McCutcheon**, the chair of the Committee of Presidents, for his full and collaborative participation at council meetings; to Deputy Minister **Tom Brzustowski**, Assistant Deputy Minister **Ralph Benson**, and Executive Co-ordinator **David Lyon**, for their moral and resource support of the Vision 2000 process; to **Laura Barr** for agreeing to an extension of her already distinguished career on the council in order to provide leadership in all of its many human resource functions, including collective bargaining; and to **Premier David Peterson**, for granting Ms. Barr's extension.

Finally, the council is very grateful to the **Honourable Lyn McLeod** for leadership founded on vision, partnership, integrity, and accessibility to those she leads. Although the council will miss working with the minister, it finds solace in the thought that the college system has in Ms. McLeod another thoughtful and well-informed "college person" in the Cabinet.

II. COUNCIL MEMBERSHIP

The council's new role in medium- and long-range planning requires breadth and depth in its membership. The membership must reflect the skills and demographic characteristics of the province. The council is very grateful to the premier for making recent appointments to the council that reflect an understanding of its new role.

Members of the Council of Regents are appointed by order in council and provide a balanced representation of region, gender, language, occupation, and cultural background. The council's work is assisted by a permanent secretariat and research staff, which is supplemented by secondments from the college system.

**LAURA BARR, Chair - Council
Subcommittee on Staff Affairs**

January 1983 to December 1989

Laura Barr was born in Japan and educated in Ontario. Her career has encompassed a variety of nursing and administrative positions, including those of executive director of the Registered Nurses' Association of Ontario and assistant executive director, patient services, at Sunnybrook Medical Centre, Toronto. She has served on many boards and committees in the fields of health and education. She has been honoured by the establishment of the Laura Barr Lecture Series by the Registered Nurses' Association of Ontario and has an honorary life membership with the association as well as with the Canadian Society of Association Executives. Ms. Barr is completing her seventh year on the council and served as vice-chair for two years.

PETER DAWSON

January 1988 to December 1990

Peter Dawson, executive adviser to The Dawson Group Inc., has had a thirty-two-year business management career that has included personnel and employee relations with a major multinational consumer products company, Procter & Gamble Inc. In addition, he lectured part-time on management development for ten years at Mohawk College of Applied Arts and Technology in Hamilton. Mr. Dawson has been actively involved in municipal government, the Ontario Manpower Commission, the International Business Council of Canada, the Canadian Chamber of Commerce, and many other community organizations, including the board of governors, Mohawk College, of which he was chair. Mr. Dawson is a resident of Stoney Creek.

JACQUELINE FRASER, Chair - Council
Subcommittee on Francophone Affairs

May 1987 to December 1989

Jacqueline Fraser, who holds a B.A. and an M.Ed. from the University of Ottawa and a specialist degree in physical education, is a school teacher with experience at the elementary, secondary, and university levels. She has been involved in a wide range of community and sports activities, one of which is coaching interscholastic competitive teams for the past twenty-eight years. She was a member and chair of the St. Lawrence College of Applied Arts and Technology Board of Governors and president of her regional school athletics association. Ms. Fraser resides in Alexandria.

LOUISE GAUTHIER, Vice-Chair - Council

February 1987 to December 1989

Louise Gauthier, a resident of Timmins, is a lawyer practising with the firm of Racicot, Bonney, Aube and Gauthier. Her extensive service to her community has included terms as a member and vice-chair of the Northern College of Applied Arts and Technology Board of Governors and as a director of the Kapuskasing and District Association for the Mentally Retarded, and involvement in the United Way. Ms. Gauthier is a member of the Association des juristes d'expression française de l'Ontario, the Canadian Bar Association, and the Cochrane Law Association.

W. JAMES GRIFFIS

January 1986 to December 1990

Jim Griffis, a lifelong resident of Thunder Bay, has been involved with education at all levels for many years. Mr. Griffis was the business administrator and secretary treasurer of the Port Arthur Board of Education for twenty-five years and the superintendent of business for the Lakehead Board of Education for five years. His community involvement has included serving as a school trustee and participating in the Thunder Bay District Housing Authority, the Ontario Association of Housing Authorities, the Ontario Association of School Business Officials, and the Ontario Association of Children's Aid Societies. He is a member of the advisory committee (L.A.M.R.) for the W.J. Griffis Developmental Centre.

ANTHONY (TONY) S. MANERA

January 1989 to December 1991

Tony Manera is senior vice-president of the Canadian Broadcasting Corporation. He holds an M.Sc. in electrical engineering from the University of Southern California and is a registered professional engineer in Ontario. Mr. Manera has previously served as president of Vancouver Community College and Niagara College of Applied Arts and Technology. His career has encompassed the fields of engineering and education in both Canada and the United States. Mr. Manera has been a member or chair of various provincial committees in both Ontario and British Columbia dealing with collective bargaining, the functions and structure of governing board associations, and funding policies for community colleges. Mr. Manera resides in Nepean.

BEV MARSHMAN**January 1988 to December 1990**

Bev Marshman obtained her Ph.D. in mathematics from the University of Waterloo and is an assistant professor in the Department of Applied Mathematics at the university. Dr. Marshman's strongest interest is in teaching and learning innovations. She serves on the university's Advisory Council on Academic Human Resources and as associate chair for undergraduate affairs in applied mathematics. She is also deeply involved in curriculum planning and revision and undergraduate advising. She resides in Kitchener.

VALERIE MCGREGOR**January 1989 to December 1991**

Valerie McGregor is a member of the Pottawatamie - Odawa nation. She is currently engaged in postgraduate studies and works part-time as the director of the Aboriginal Postsecondary Counselling Unit. Ms. McGregor has several years' experience in the field of education. She is also actively involved in various Aboriginal community organizations in Toronto.

**PENNY MOSS, Chair - Council
Subcommittee on Board Appointments****January 1986 to December 1991**

Penny Moss received her B.Sc. (Hon.) from Nottingham University in England and was a lecturer in applied biology at a technical college. Ms. Moss is executive director, Ontario Public School Boards. Her well-known community involvement includes terms as a school trustee and chair of the Toronto Board of Education and membership in the Toronto Board of Health, the Learnx Foundation, the Association of Large School Boards of Ontario, and numerous provincial advisory committees concerning education. She resides in Toronto.

**CHARLES E. PASCAL
Chair, Council****September 1987 to August 1990**

Before joining the council, Charles Pascal spent six years as president of Sir Sandford Fleming College of Applied Arts and Technology in Peterborough/Lindsay. Previously, Dr. Pascal held academic positions at McGill University and the Ontario Institute for Studies in Education. He holds Ph.D., M.A., and B.A. degrees in psychology from the University of Michigan. He has been on the boards of Trent University, the University of Toronto, and many community agencies in Montreal, Peterborough, and Toronto.

HARRY PICKEN

July 1987 to December 1989

Harry Picken, P.Eng., a resident of Ridgeway, has had a varied career as an engineer in the field of aviation. Before his retirement in 1981, Mr. Picken was president and chief engineer of Genaire Ltd. for thirty years. He received the Professional Engineers of Ontario Medal in 1981 for community service. He is now president and general manager of Frontier Records and Frontier Music. Mr. Picken is also a professional pianist and organist and has recorded two albums. He has served on the Technology Advisory Board and on the board of governors at Niagara College of Applied Arts and Technology. Mr. Picken is a past chair and member of the Town of Niagara Planning Board and was named Niagara Town and Township's Citizen of the Year for 1968.

JOHN RANKIN

January 1988 to December 1990

John Rankin holds a B.Sc. in chemistry and an M.B.A., both from McMaster University. He is Mitel Corporation's vice-president and general manager for Canada, the Caribbean, and Latin America. Before joining Mitel, he was vice-president, human resources, for Federal Industries and Northern Telecom. Mr. Rankin is chair of the Canadian Centre for Creative Technology, which sponsors the Shad Valley Program for gifted teenagers. He is a past member of the board of directors of the Personnel Association of Toronto, the Mississauga General Hospital, and the Youth Science Foundation. He has taught full time at Sault College of Applied Arts and Technology and part time at the University of Toronto and worked as a volunteer at the Maplehurst Correctional Centre in Milton. Mr. Rankin is married and has two teenaged children.

CHRISTOPHER ROACH

April 1987 to December 1989

Christopher Roach graduated from Centennial College of Applied Arts and Technology in 1987. Mr. Roach was president of the student council at Centennial and is well-known among the college system's student leaders. He works with T.E.S. Contract Services and resides in Toronto.

PATRICK SALITURI

July 1987 to December 1991

Patrick Salituri holds an associate degree in electronics engineering technology from the Western Ontario Institute of Technology, now St. Clair College of Applied Arts and Technology. Mr. Salituri has held a number of senior management positions at Algoma Steel in Sault Ste. Marie and currently is the superintendent of construction. His current activities include involvement in the Economic Development Corporation, Sault Ste. Marie, and in the board of directors, Catholic Centre. He is a past president of the board of directors of the Algoma Steel Club and past chair and member of the Sault College of Applied Arts and Technology Board of Governors. Mr. Salituri is a resident of Sault Ste. Marie.

DIANE SCHWARTZ

April 1987 to December 1989

Diane Schwartz is senior vice-president and general manager - United States for the Manufacturers' Life Insurance Company. She holds a B.Com. degree from the University of Toronto. Her career has encompassed the fields of corporate planning, public affairs, and marketing and general management in Canada and the United States. Ms. Schwartz is a past board member of Ryerson Polytechnical Institute, vice-chair of fundraising for Bowmanville Memorial Hospital, and a board member of the Ontario Special Olympics. She resides in Toronto.

ROBERT SISKIND

January 1988 to December 1990

Robert Siskind, of London, Ontario, practised law in the areas of litigation, municipal law, and land development for fifteen years. Mr. Siskind is now with Decade Development, a company involved in the construction and restoration of new and existing properties. The company operates in various parts of Ontario and the United States. Mr. Siskind's extensive volunteer efforts have included seats on the boards of The United Way, the Canadian Heart Foundation, the Canada Council, and the London Jewish Community Council. He has been chair of the board of governors of the University of Western Ontario and on the board of directors of the Robarts Research Institute. Mr. Siskind has also held other memberships in various charitable and community organizations.

JO SURICH

January 1987 to May 1989

Jo Surich is president of Brocksway, a software company located in Toronto. He is a labour education specialist who has taught political science at the University of Waterloo and published a number of articles on Canadian and Ontario politics. Dr. Surich resides in Toronto.

JAMES L. TURK

January 1989 to December 1991

Jim Turk is the director of education for the Ontario Federation of Labour. Dr. Turk's community service includes involvement with the Ontario Ministry of Education, Learning Programs Advisory Council, Provincial Advisory Committee on Evaluation Policies and Practices; the Labour College of Canada, Curriculum Development Advisory Committee; the Canadian Labour Congress, National Educational Advisory Committee; the Labour Council of Metropolitan Toronto - Education and Skills Training Centre Advisory Committee; and the labour studies program, University College, University of Toronto, as director. He received his B.A. from Harvard, was a Knox Fellow at Cambridge, and completed his M.A. at the University of California at Berkeley and his Ph.D. at the University of Toronto. Dr. Turk resides in Newmarket.

PHILOMEN WRIGHT

January 1988 to July 1989

Philomen Wright, a banker, has extensive experience in government and education. Her banking career encompasses financial and human resource management. Ms. Wright's community activities are extensive and include membership in the following: the North York Black Education Committee, the North York Board of Education Steering Committee on Education, and the Ontario Advisory Council on Multiculturalism and Citizenship. Ms. Wright is fluent in French and Spanish, having graduated with a B.A. in languages from the University of the West Indies. She is a fellow of the Institute of Canadian Bankers and has completed graduate studies in business management at York University. Ms. Wright resides in North York.

COUNCIL STAFF

TERRY PITRE, Executive Secretary to Council; Secretary, Board Appointments Committee

Terry Pitre, communications co-ordinator/executive secretary to the Council of Regents, received her business administration diploma from the Ontario college system. Ms. Pitre's experience is primarily with the Ontario provincial government in public administration and communications.

MORA THOMPSON, Secretary to Francophone Affairs Committee

Mora Thompson, secretary to the chair, has experience in administration, communications, and research, primarily in the public sector. At the provincial level, she has worked for the Ministry of Community and Social Services. At the federal level, she was a constituency assistant and office administrator for a Cabinet minister. Prior to that, Ms. Thompson worked as a researcher for a member of Parliament and as a legal secretary.

POLICY RESEARCH SECRETARIAT

The Policy and Research Secretariat consists of three full-time employees, a number of secondments from the colleges, and contract employees. Following are short biographical sketches of the members of the 1988-89 secretariat.

Frances Aspinall, executive officer for Vision 2000's Study Team 2, has been seconded for fourteen months from Centennial College of Applied Arts and Technology, where she teaches

English and Canadian studies. From 1977 to 1987, she taught at Sault College of Applied Arts and Technology in postsecondary, apprenticeship, pre-apprenticeship, upgrading, English as a second language, international student orientation, teacher training, and continuing education programs. Ms. Aspinall was also involved in professional development training with various social service agencies and with industry.

Harv Honsberger, executive officer for Vision 2000's Study Team 4, has been seconded for fourteen months from Sheridan College of Applied Arts and Technology, where he was director of instructional development. That position involved working with the Sheridan community on staff development, curriculum development, computer literacy, research and development, client-based contract services, and the development of computer-based courseware and print-based learning materials. His recent teaching load included courses in English (postsecondary and continuing education) and media arts. Mr. Honsberger has been an employee of Sheridan for nineteen years.

Craig McFadyen, researcher, is a doctoral student in Canadian public policy and public administration at the University of Toronto. He is a teaching assistant in the Department of Political Science at the University of Toronto. Mr. McFadyen has an M.A. in public policy and public administration as well as an honours B.A. in economics; both degrees are from the University of Toronto.

Riel Miller is the manager, policy and research, and the executive officer for Vision 2000's Steering Committee and Study Team 2. Dr. Miller's international experience in the early 1980s at the Organization for Economic Co-operation and Development (OECD) in Paris and his Ph.D in economics from the New School for Social Research in New York provide the council with important analytic resources and experience in comparative public policy. After returning to Ontario in 1984, Dr. Miller honed his communications and leadership skills by working as a policy adviser at the Ontario legislature and for the Ontario trade union movement, through the Ontario Federation of Labour.

Michele Nugent, network and administrative assistant, has been a valuable resource person for the research secretariat. Her responsibilities include meeting and conference planning, printing and production of materials, network support, and other administrative activities. Ms. Nugent comes to us with a diverse background: in the Calgary Public School Board, as a teaching assistant; in the federal public service, as an employment officer; and in the private sector, with experience in personnel and administration. Ms. Nugent has studied at the University of Calgary, Concordia University, and Ryerson Polytechnical Institute.

Starr Olsen, executive officer for Study Team 5, has been seconded for six months from Humber College of Applied Arts and Technology. She is an expert in staff and organizational development. A teaching master, Ms. Olsen is also the chair of the Central Committee on Human Resources Development (CCHRD) and is working on a Ph.D from the University of Texas.

Philip Shaw is editor/communications co-ordinator for Vision 2000. Before his appointment, Mr. Shaw was media relations officer for the AIDS Committee of Toronto. His background includes positions in publicity, administration, and marketing. As well, he has held editor-in-chief and assistant editor positions for two magazines. Mr. Shaw has a B.A. in political science from Carleton University.

Brian Wolfe, chief policy analyst and executive officer for Vision 2000's Study Team 1, holds an M.A. in economics and a Ph.D. in educational planning. Dr. Wolfe, before joining the Policy and Research Secretariat of the council, worked in the College Affairs Branch of the Ministry of Colleges and Universities for seven years. While with the branch, he participated in several studies concerning the financial health and needs of the college system and served as a resource person in collective bargaining between college teachers and the council. Before working in the College Affairs Branch, Dr. Wolfe was involved in various research projects involving education and skills training in Ontario. He also taught economics full time at Ryerson Polytechnical Institute for two years.

III. MISSION STATEMENT

During the fall of 1987, the Council of Regents developed the following mission statement, which involves the major stakeholders in the system: board chairs, presidents, student groups, and the Ontario Public Service Employees Union (OPSEU).

MISSION

Policy Advice to the Minister

The Council of Regents' primary role is to provide informed policy advice, for consideration by the Minister of Colleges and Universities, that will promote and encourage the well-being and effectiveness of Ontario's system of colleges of applied arts and technology.

Through vigorous, timely, and well-researched policy, the council's work will be guided by the following values and beliefs:

- a commitment to students;
- a commitment to those employed in the college system;
- a concern for the needs of those who employ college graduates;
- accountability to the people of Ontario;
- a sensitivity to the future and the social, cultural, economic, and educational contributions and opportunities that can be created by a far-sighted, dynamic, and flexible college system;
- a need for the council to act as an effective catalyst for meaningful change and innovation in the college system;
- a recognition of the colleges as instruments of public policy; and
- a recognition that while committed, co-operative leadership is necessary for the achievement of system goals, individual college initiative, creativity, and innovation must also be respected and fostered.

THE COUNCIL'S VALUES AND BELIEFS

THE COUNCIL'S APPROACH TO ITS WORK

Recognizing the need for vigorous, long-term planning and continual review and renewal of the mandate of Ontario's colleges, the council's work will be shaped by:

- a consultative and accessible approach, working collaboratively with boards of governors, college presidents, and the Association of Colleges of Applied Arts and Technology of Ontario to seek broad input from other representatives of those who work and learn in the colleges;
- the development of a broad strategic understanding of major economic, social, cultural, and educational issues facing Ontario, and of the problems and opportunities they present to the colleges;
- the development and maintenance of effective linkages with the school system and universities of Ontario;
- the evaluation of Ontario educational issues in the light of the experiences of other jurisdictions, both in and outside Canada; and
- the re-evaluation of the council's policy recommendations and its processes as required by changing social and economic circumstances.

In accomplishing its work, the council will collaborate on a regular basis with the minister to update annual policy priorities.

Other Statutory Activities

The council has executive authority to appoint governors to the local boards. As such, it has a responsibility to provide support to the Ministry of Colleges and Universities and the Association of Colleges of Applied Arts and Technology in the area of orientation and in the development of individual boards.

At this time, the council still has responsibility for collective bargaining with support staff and faculty who are members of OPSEU and for making recommendations to the minister regarding the salaries of administrative staff. These responsibilities may change as a result of the government's final response to the Gandz Commission.

The council assumes other ad hoc responsibilities as assigned by the minister.

IV. LIAISON TEAMS

During the 1987-88 year, the Council of Regents developed the concept of college liaison teams so that members of the council could become informed advocates for at least two colleges, one within their immediate area and one outside their area.

The council is pleased to report that the liaison team concept has worked well. It has provided both colleges and the council with focused opportunities to discuss issues and mutual concerns.

The members of the 1988-89 liaison teams were as follows.

Algonquin

Charles Pascal, Leader
Jacqueline Fraser

Cambrian

Peter Dawson, Leader
Jim Griffis
Louise Gauthier
Tony Manera

Canadore

Jo Surich, Leader
Louise Gauthier
Terry Pitre

Centennial

Charles Pascal, Leader
Harry Picken
James Turk

Conestoga

Laura Barr, Leader
Philomen Wright
Terry Pitre

Confederation

Charles Pascal, Leader
Bev Marshman
Pat Salituri

Durham

Charles Pascal, Leader
Diane Schwartz
Christopher Roach

Fanshawe

Laura Barr, Leader
Bev Marshman

George Brown

Laura Barr, Leader
Peter Dawson
Diane Schwartz

Georgian

Charles Pascal, Leader
Louise Gauthier
Christopher Roach
James Turk

Humber

Charles Pascal, Leader
Jim Griffis
Philomen Wright

Lambton

Pat Salituri, Leader
Robert Siskind
Terry Pitre

Mohawk

Laura Barr, Leader
Harry Picken

Northern

Penny Moss, Leader
Jim Griffis

St. Lawrence

Peter Dawson, Leader
Jacqueline Fraser

Seneca

Charles Pascal, Leader
Valerie McGregor
John Rankin

Sir Sandford Fleming

Penny Moss, Leader
Terry Pitre
John Rankin

La Cite

Jacqueline Fraser
Tony Manera

Loyalist

Charles Pascal, Leader
Jacqueline Fraser
Terry Pitre

Niagara

Penny Moss, Leader
Peter Dawson
Valerie McGregor

St. Clair

Laura Barr, Leader
Harry Picken
Robert Siskind

Sault

Peter Dawson, Leader
Christopher Roach

Sheridan

Laura Barr, Leader
Terry Pitre
Jo Surich

In 1988-89, the liaison teams discussed with the boards of governors such issues as:

- appointments/reappointments of boards of governors;
- the Vision 2000 process; and
- specific issues concerning boards, on a local, regional, and provincial level.

The liaison teams made twenty-nine college visits between September 1988 and August 1989.

V. GOVERNANCE ISSUES

• BOARD APPOINTMENTS

In February 1987, the Minister of Colleges and Universities announced that the council and the ministry would be reviewing the board nomination and appointment procedure as part of the package of changes to the college governance structures. The paper A Model for the Appointment of External Members of Boards of Governors of Colleges of Applied Arts and Technology was developed as part of that review and was given regulatory approval in June 1989. In addition, a protocol was developed as a guideline for boards to follow when submitting candidates for consideration by the council. The protocol includes sections on macro and micro issues facing the college, board membership analysis, a statistical breakdown of the population by ethnic group and type of industry, the process boards use to search for candidates, and biographical data on candidates. The protocol is a useful tool, allowing the council to make informed decisions about the types of appointment most suited to the needs of the boards.

During the fall of 1988, the council's Appointment Committee reviewed the protocols and the comments of the liaison team leaders, who had met with the boards to discuss appointments and reappointments. It recommended to council the appointment of eighty-five governors and the reappointment of forty-seven governors.

• VOTING RIGHTS FOR INTERNAL GOVERNORS

In the fall of 1988, a council committee, with representation including the council, the Ministry of Colleges and Universities, the Committee of Presidents, internal governors from each of the four constituencies, and external governors, convened to review the issue of the **voting status of internal governors**. The committee found that although the voting status of governors was the main issue, many other issues needed addressing, such as quorum rules and the starting and finishing dates of terms. Council accepted the committee's report and forwarded it to the minister in April 1989. The minister responded in July 1989, agreeing that internal members should have full voting status.

• THE TWENTY-THIRD COLLEGE

In the spring of 1989, the Minister of Colleges and Universities announced the establishment of the twenty-third college of applied arts and technology, La Cité collégiale. While the board of governors was to be appointed by the Council of Regents, the ministry provided excellent leadership in developing the board protocol and in generating nominees for appointment to the board. At the April 1989 meeting, the council appointed the first board of the new college.

VI. COLLECTIVE BARGAINING/ HUMAN RESOURCE MANAGEMENT

- **THE GANDZ REPORT**

The Honourable Lyn McLeod, Minister of Colleges and Universities, released a preliminary response to the Report of the Colleges Collective Bargaining Commission in February 1989. This report highlights the government's intended response to the commission's core recommendations. The Council of Regents generally supports the minister's Interim Report. It feels comfortable in yielding its role as management's agent in the collective bargaining process to a province-wide employers' association representing the twenty-three boards.

The council continues to act on behalf of the colleges in such areas of responsibility as collective bargaining, pensions, employee benefits, terms and conditions of employment for administrative staff, and various other human resource responsibilities mandated under government legislation. The major focus of the council's activities in these areas in the past year has been as follows.

- **COLLECTIVE BARGAINING**

The council has continued to encourage proactive management of the employment relationship and has continued to strive to involve board chairs and presidents in the process.

- **PENSIONS**

The council has undertaken various pension initiatives in conformity with the pension reform legislation and is encouraging further discussion on related areas.

- **PRESIDENTS' COMPENSATION**

For much of this year, the council has been involved in reviewing various aspects of presidential search and compensation, and it intends to release a final report in November 1989.

- **PAY EQUITY**

The council has undertaken its responsibility as the employer's representative under the terms of the pay-equity legislation. Negotiations continue with the union representing both bargaining units, and plans are well-developed for implementing a plan for employees not covered by a collective agreement.

- **EMPLOYMENT EQUITY**

The council, on behalf of the colleges, has participated in the preliminary rounds of employment-equity consultation undertaken by government.

VII. VISION 2000

Towards the end of 1987, the Honourable Lyn McLeod, Minister of Colleges and Universities, asked the council to develop "a vision of the college system in the year 2000". The minister stated:

"As Ontario's system of colleges of applied arts and technology enters its third decade, it faces the challenge of meeting changing needs in a changing environment. Decisions made now regarding college programs and services will significantly impact the future direction of the system and its ability to meet these changing needs..."

The council welcomed this opportunity to assist the minister, and on October 12, 1988, Vision 2000 was launched. Since then, it has come a long way in a very short time.

Vision 2000 set its sights on one goal: to define a clear and coherent role for the college system in the next century. It aimed to provide a comprehensive, analytical, and future-directed answer to the question, "What should the college system look like in the year 2000, and how do we get there from here?"

The council, in launching Vision 2000, believes that much of the answer to this question will be found in the process of inquiry. Vision 2000 sees its task as depending in large part on the creativity and insight that can only be provided by educators and citizens working together in a process of review and renewal. It can realize its objective only if the colleges and their many communities create the answers as part of this process of discussion and involvement. In this sense, the process will be part of the product.

The process established by Vision 2000 has a broad-based structure and far-reaching program. The council appointed a thirty-seven-member steering committee to provide overall direction. This committee reflects the diversity of interests involved with the colleges. To further capture the full range of views and issues, the committee set up and oversees five study teams.

The study teams serve two functions: first, to engage in policy research; and second, to supervise a thorough consultation process. The study topics are as follows: an empirical portrait of the college system; colleges and the changing economy; colleges and the communities; challenges to the colleges and the college system; and colleges and the educational spectrum. Over one hundred people are participating as members of the study teams. They represent the many interest groups in the colleges themselves and groups with community, business, labour, and multicultural concerns. Special consideration has also been given to regional concerns. The Council for Franco-Ontarian Affairs (CEFO) has taken on special responsibilities for Francophone involvement with the study teams, and a "sixth table" was established to comment on issues from a Francophone perspective.

One example of the type of consultation achieved by the study teams was the "Imagine Your College" tour. Sponsored by Study Team 4, the tour visited every college in Ontario during February and March 1989 to initiate participation by all members of the college system in Vision 2000. "Imagine Your College" invited students, college presidents, college councils, and union representatives to submit their ideas about the future of the colleges. By August 1989, more than 170 "visions" had been submitted.

A second program, "Imagine the Colleges", conducted by Study Team 3, extended Vision 2000's invitation to the Ontario public.

The study teams continued the consultation process by using a variety of strategies, including focus groups and other kinds of community contact and interviewing. For example, in its investigation of the changing economy, Study Team 2 conducted a rigorous program that involved a dozen focus groups. Participants included such constituencies as large business, public-sector and not-for-profit employers, and unions. By the time the program concluded, the team had gathered large amounts of information about these groups' expectations of the college system.

As evidence of Vision 2000's commitment to research, a wide range of material was produced. "With the Future in Mind: An Environmental Scan of the Year 2000" was released in March 1989. Designed to survey the changes that will shape the future, it described the stage on which Ontario's colleges will act during the next fifteen to twenty years.

Study Team 4 produced a paper entitled "Pressures for Change, Opportunities for Development", which focused on colleges and the matters of quality, accessibility, efficiency, and government relations. The paper is a tightly woven presentation of questions, options, and scenarios.

During the spring and summer of 1989, Vision 2000 published more than a score of background papers, each addressing a subject considered crucial by particular study teams. Subjects included quality in college education, special needs, and the transfer of credits between colleges and universities. The background papers were distributed among the study teams and they will be available throughout the system and to the public in the fall of 1989.

Study Team 1 gathered an extensive range of material by commissioning miniprojects. The information it gathered presents a comprehensive empirical portrait of the college system.

Throughout the process of consultation and research, Vision 2000's efforts have been accompanied by a communications program. This program was facilitated by a network of Vision 2000 co-ordinators, one at each college, and the linchpin was provided by Vision 2000's central communications co-ordinator in Toronto. Through these people, and with desktop publishing technology, Vision 2000 produced and distributed two monthly newsletters, "Looking Forward" and "Objectif 2000". These periodicals kept the entire college system, as well as such audiences as MPPs and the public, informed of Vision 2000's progress.

As the council's "academic year" ended on August 31, 1989, Vision 2000 was looking ahead to the completion of its process. The product of all its research and consultation will be gathered into five study team reports, which the Steering Committee will evaluate while formulating policy recommendations. The committee will prepare together a final report to submit to the council, which in turn will report to the Minister of Colleges and Universities early in 1990.

Vision 2000 expects to draw to a formal close in early 1990. The council assumes, however, that regardless of the final recommendations or the schedule of implementation, all the participants in Vision 2000 will keep the spirit of challenge and change alive as the turn of the century approaches.

SALARIES			\$332,764
BENEFITS			\$ 29,344
TRANSPORTATION & COMMUNICATIONS			
	Communications	\$10,397	
	Travel - Civil Servants	\$17,734	
	Travel - Others	\$79,069	
	Miscellaneous	<u>\$ 7,664</u>	
			\$114,864
SERVICES			
	Accomodations	\$ 67,982	
	Per Diems - Members	\$ 37,746	
	Management Consultants	\$ 51,820	
	Research Consultants	\$ 13,200	
	Legal Services	\$125,018	
	Secondees	\$248,475	
	Communications	\$ 80,000	
	Miscellaneous	<u>\$ 44,166</u>	
			\$668,407
SUPPLIES & SERVICES			<u>\$140.880</u>
	TOTAL EXPENDITURES		\$1,286,259

IX. CONCLUSION

It has been a busy and satisfying year for the Council of Regents. The next year promises to be equally challenging, as the formal Vision 2000 process winds down and the processes for implementation are developed by appropriate parties under the leadership of the minister and the ministry.

The council also looks forward, with "great expectations", to working with our new minister, the Honourable Sean Conway.

IX. CONCLUSION

Le Conseil ontarien des affaires collégiales a connu une année chargée, mais satisfaisante. L'année prochaine promet de poser autant de défis : le programme officiel de Vision 2000 sera complet et les parties intéressées en feront la mise en oeuvre sous la direction du ministre et du Ministère. Le Conseil se réjouit de travailler avec le nouveau ministre, l'honorable Sean Conway, et il escompte de grands résultats.

VIII. DÉPENSES D'EXPLOITATION
CONSEIL ONTARIEN DES AFFAIRES COLLÉGIALES
1^{er} SEPTEMBRE 1988 - 31 AOÛT 1989

SALAIRES 332 764\$

AVANTAGES SOCIAUX 29 344\$

TRANSPORT ET COMMUNICATIONS

Communications 10 397\$
Déplacements - Fonctionnaires 17 734\$
Déplacements - Autres 79 069\$
Divers 7 664\$

114 864\$

SERVICES

Logemen 67 982\$
Par jour - Membres 37 746\$
Conseillers de gestion 51 820\$
Conseillers à la recherche 13 200\$
Services juridiques 125 018\$
Personnes détachées 248 475\$
Communications 80 000\$
Divers 44 166\$

668 407\$

FOURNITURES ET SERVICES

140 880\$

DÉPENSES TOTALES 1 286 259\$

Un deuxième programme intitulé «Imaginez les collèges» et dirigé par l'équipe 3, propagea l'invitation de Vision 2000 à la population ontarienne.

Les équipes de travail poursuivirent le processus de consultation en ayant recours à un éventail de méthodes, dont groupes d'études, entrevues et autres genres de contact avec les collectivités. Ainsi, l'équipe de travail 2, au cours de son enquête sur l'économie en changement, a appliqué un programme rigoureux comprenant une douzaine de groupes d'études. Y étaient représentés des grandes compagnies, le secteur public, des organismes à but non lucratif et des syndicats. À la fin du programme, l'équipe avait recueilli une importante quantité de données sur ce que ces groupes attendent du réseau collégial.

Dans le cadre de l'engagement que Vision 2000 a pris à l'égard de la recherche, un large éventail de matériel a été produit. En mars 1989 était publié «With the Future in Mind: An Environmental Scan of the Year 2000». Ce document, conçu pour évaluer les changements qui façonneront l'avenir, décrit le monde dans lequel agiront les collèges au cours des quinze à vingt prochaines années.

L'équipe de travail 4 a préparé un document s'intitulant «Le changement et les possibilités de développement». Celui-ci porte essentiellement sur la qualité, l'accès, l'efficacité des collèges et leurs relations avec le gouvernement. Il s'agit d'un document dense se composant de questions, d'options et de scénarios possibles.

Au cours du printemps et de l'été 1989, Vision 2000 a publié plus d'une vingtaine de documents d'appui, chacun portant sur un sujet crucial : la qualité de l'éducation dans les collèges, les besoins particuliers et le transfert des crédits entre collèges et universités entre autres. Ces documents ont été distribués parmi les différentes équipes et seront mis à la disposition de tout le réseau et du public à l'automne 1989.

L'équipe de travail 1 a rassemblé une gamme impressionnante de matériel en assignant des mini-projets. Les données recueillies livrent un tableau global et empirique du réseau collégial.

Tout au long du processus de consultations et de recherches, Vision 2000 a été accompagné d'un programme de communications. Celui-ci était animé par un réseau de coordonnateurs (un dans chaque collège) de Vision 2000, le pivot étant le coordonnateur du service central de communications à Toronto. Grâce à ces personnes et à son système d'édition électronique, Vision 2000 publia et distribua deux bulletins mensuels, Looking Forward et Objectif 2000, qui ont permis de tenir au courant tout le réseau collégial, mais aussi les députés et le public, des progrès accomplis par Vision 2000.

À la fin de l'«année scolaire» du Conseil le 31 août 1989, Vision 2000 entrait dans la phase finale du processus. Les résultats de toutes les recherches et consultations feront l'objet de cinq rapports rédigés par les équipes de travail. Le Comité de direction les évaluera, fera des recommandations quant aux politiques et préparera un rapport définitif qu'il remettra au Conseil. Celui-ci, à son tour, présentera un dossier au ministre des Collèges et Universités au début de l'année 1990.

On s'attend à ce que Vision 2000 se termine au début de 1990. Toutefois, le Conseil part du principe qu'en dépit des recommandations définitives et du programme de mise en oeuvre, tous ceux et celles qui auront participé à Vision 2000 devront s'efforcer au cours de cette décennie de continuer à faire souffler un vent de défi et de changements.

Vers la fin de l'année 1987, l'honorable Lyn McLeod, ministre des Collèges et Universités, a demandé au Conseil de forger «une vision du réseau collégial pour l'an 2000». La ministre déclarait :

«Au moment où le réseau des collèges d'arts appliqués et de technologie entame sa troisième décennie, il se doit de répondre aux changements qu'impose un milieu en pleine mutation. Les décisions prises aujourd'hui à propos des programmes et des services offerts par les collèges auront des répercussions décisives sur l'orientation future du réseau et sur son aptitude à faire face à ces besoins changeants...»

Le Conseil se réjouissait de l'occasion qui lui était donnée d'aider la ministre, et le 12 octobre 1988 le programme Vision 2000 était lancé. Depuis, nous avons réalisés des progrès énormes, et ce en un temps record.

Vision 2000 a un objectif principal : définir de manière cohérente et claire le rôle que jouera le réseau collégial au siècle prochain. On vise à trouver une réponse globale, analytique et clairvoyante à la question suivante : «Que devrait être le réseau collégial en l'an 2000, et comment pouvons-nous commencer à le construire dès aujourd'hui?»

Le Conseil estime que la réponse à cette question sera trouvée au cours de leur étude. Les responsables pensent que leur tâche dépend largement de la créativité et des idées des éducateurs et du public, lesquels doivent travailler de concert pour mettre sur pied un programme de révision et de renouvellement. Le Conseil ne pourra atteindre ses objectifs que si les collèges et les nombreuses collectivités qu'ils desservent apportent des réponses dans le cadre de ces discussions et de cet engagement. Dans ce sens, le programme fera partie intégrante des résultats.

Le processus qu'a mis en place Vision 2000 repose sur une large structure de base et un programme d'envergure. Le Conseil a nommé un comité directeur, se composant de trente-sept membres, pour donner une orientation générale à Vision 2000. Ce comité témoigne des questions très diverses qui préoccupent les collèges. Pour mieux saisir tout l'éventail d'optiques et de problèmes, le comité a créé cinq équipes de travail qu'il supervise.

Les équipes de travail jouent deux rôles : elles procèdent à des recherches en matière de politiques et s'assurent que le processus de consultation est sérieux. Les sujets d'étude sont les suivants : un portrait empirique du réseau collégial; les collèges et l'économie en mutation; les collèges et les collectivités; les défis que les collèges et le réseau collégial ont à surmonter; les collèges et le système éducatif en général. Plus de cent personnes sont membres des équipes de travail. Elles représentent les nombreux groupes constituant les collèges et les collectivités, et les regroupements auxquels certains problèmes (collectivités, milieu des affaires, syndicats, questions multiculturelles) inspirent des inquiétudes. Les soucis qu'éprouvent les régions font l'objet d'une attention particulière. Le Conseil des affaires franco-ontariennes (CAFO) a pris certaines responsabilités précises en ce qui concerne la participation des francophones aux équipes de travail et une «sixième table» a été ajoutée pour pouvoir discuter des problèmes selon une optique francophone.

Parmi le genre de consultations auxquelles ont procédé les équipes, citons celle parrainée par l'équipe 4 et qui s'intitulait «Imaginez votre collège». En février et mars 1989, l'équipe s'est rendue dans chaque collège pour inciter tous les membres du réseau collégial à participer à Vision 2000. Etudiants, présidents de collèges, conseils collégiaux et délégués syndicaux furent invités à soumettre leurs idées à propos de l'avenir des collèges. Dès le mois d'août 1989, plus de 170 «optiques» sur la question avaient été reçues.

VI. NÉGOCIATION COLLECTIVE/GESTION DES RESSOURCES HUMAINES

LE RAPPORT GANDZ

En février 1989, l'honorable Lyn McLeod, ministre des Collèges et Universités, fit connaître ses premières réactions au Rapport de la Commission sur la négociation collective. Ce rapport met en lumière la façon dont le gouvernement envisage de réagir aux recommandations de base de la Commission. Dans l'ensemble, le Conseil ontarien des affaires collégiales est d'accord avec le rapport provisoire de la ministre. Il ne se sent nullement mal à l'aise de céder son rôle d'agent de gestion dans la négociation collective à une association provinciale d'employeurs représentant les vingt-trois conseils d'administration.

Le Conseil continue d'agir au nom des collèges dans certains domaines, dont la négociation collective, les pensions de retraite, les avantages sociaux du personnel administratif, et à assumer conformément à la loi d'autres responsabilités ayant trait aux ressources humaines. L'année dernière, les activités du Conseil dans ces domaines se sont surtout concentrées sur :

LA NÉGOCIATION COLLECTIVE

Le Conseil a continué d'encourager une gestion proactive des relations employeurs/employé(e)s et de s'efforcer de faire participer au processus les présidents des conseils d'administration et les présidents.

LES PENSIONS

Le Conseil a pris plusieurs mesures dans ce domaine conformément à la réforme législative sur les pensions de retraite et il recommande que de plus amples discussions aient lieu sur des sujets connexes.

L'INDEMNISATION DES PRÉSIDENTS

Pendant presque toute l'année, le Conseil a étudié différentes méthodes pour chercher de nouveaux présidents et indemniser ceux prenant leur retraite. Il envisage de publier son rapport définitif en novembre 1989.

L'ÉQUITÉ SALARIALE

Le Conseil a pris ses responsabilités en tant que représentant de l'employeur conformément aux dispositions des lois sur l'équité salariale. Les négociations se poursuivent avec le syndicat représentant les deux unités de négociation, et les plans pour mettre en oeuvre un régime à l'intention des employés qui ne sont pas couverts par une convention collective sont bien avancés.

L'ÉQUITÉ EN MATIÈRE D'EMPLOI

Le Conseil, au nom des collèges, a participé à la série de consultations préliminaires sur l'équité en matière d'emploi qu'a entreprise le gouvernement.

V. QUESTIONS AVANT TRAIT À L'AUTORITÉ

NOMINATION DES MEMBRES DES CONSEILS D'ADMINISTRATION

En février 1987, le ministère des Collèges et Universités annonça que le Conseil et le Ministère réviseraient dans le cadre de la série de changements apportés aux structures de l'autorité, la méthode appliquée pour nommer les membres des conseils d'administration. Le document, qui s'intitulait *A Model for the Appointment of External Members of Boards of Governors of Colleges of Applied Arts and Technology* a été préparé dans le cadre de cette étude et approuvé en juin 1989. De plus, on a procédé à l'élaboration d'un protocole, soit des directives que les conseils suivraient quand ils soumettraient le nom de candidats et candidates au Conseil. Ce protocole comprend des sections sur des problèmes clés et sur d'autres de moindre importance auxquels les collèges font face, une analyse de la composition des conseils, une étude statistique de la population par groupe ethnique et type d'industrie, la méthode à laquelle les conseils ont recours pour chercher des candidats et candidates et des données biographiques sur les candidats. Le protocole est un outil utile qui permet au Conseil de prendre des décisions avisées à propos du genre de nomination répondant le mieux aux besoins des conseils d'administration.

Au cours de l'automne 1988, le Comité des nominations du Conseil a révisé les résolutions et les commentaires des chefs des équipes de liaison, lesquels avaient rencontré les conseils d'administration pour discuter avec eux des nominations. Le Comité recommanda au Conseil la nomination de quatre-vingt-cinq administrateurs et la reconduction de quarante-sept autres.

DROITS DE VOTE DES ADMINISTRATEURS INTERNES

À l'automne 1988, un comité du Conseil, qui comptait des représentants et représentantes du Conseil, du ministère des Collèges et Universités, du Comité des présidents, ainsi que des administrateurs des quatre circonscriptions scolaires et des administrateurs externes, se rencontrait pour discuter de la question du **droit de vote des administrateurs internes**. Le Comité se rendit compte que si le droit de vote des administrateurs était la question clé, beaucoup d'autres questions méritaient son attention, dont les règles ayant trait au quorum ainsi que les dates de début et de fin de mandat. Le Conseil accepta le rapport du Comité et le fit parvenir à la ministre en avril 1989. Celle-ci annonça en juillet 1989 qu'elle était d'accord pour que les membres internes aient un droit de vote complet.

LE VINGT-TROISIÈME COLLÈGE

Au printemps 1989, la ministre des Collèges et Universités annonça la création de La Cité collégiale, vingt-troisième collège d'arts appliqués et de technologie. Certes, le conseil d'administration devait être nommé par le Conseil ontarien des affaires collégiales, mais la ministre fit preuve d'un sens du leadership en élaborant le protocole du conseil et en proposant des candidats pour le conseil d'administration. À la réunion d'avril 1989, le Conseil nomma le premier conseil d'administration du nouveau collège.

En 1988-1989, les équipes de liaison ont discuté des questions suivantes avec les conseils d'administration :

- nominations/renouvellement de la nomination des conseils d'administration
- le processus Vision 2000; et
- questions particulières concernant les conseils au niveau local, régional et provincial.

De septembre 1988 à août 1989, les équipes de liaison ont rendu vingt-neuf visites à des collèges.

<u>Lambton</u>	Pat Salituni, chef Robert Siskind Terry Pitre
<u>Loyalist</u>	Charles Pascal, chef Jacqueline Fraser Terry Pitre
<u>Mohawk</u>	Laura Barr, chef Harry Picken
<u>Niagara</u>	Penny Moss, chef Valerie McGregor Peter Dawson
<u>Northern</u>	Penny Moss, chef Jim Griffiths
<u>St. Clair</u>	Laura Barr, chef Harry Picken Robert Siskind
<u>Saint-Laurent</u>	Peter Dawson, chef Jacqueline Fraser
<u>Sault</u>	Peter Dawson, chef Christopher Roach
<u>Seneca</u>	Charles Pascal, chef Valerie McGregor John Rankin
<u>Sheridan</u>	Laura Barr, chef Terry Pitre Jo Surich
<u>Sir Sandford Fleming</u>	Penny Moss, chef Terry Pitre John Rankin

IV. ÉQUIPES DE LIAISON

Au cours de l'année 1987-1988, le Conseil ontarien des affaires collégiales a pensé à former des équipes de liaison collégiale de façon que les membres du Conseil puissent se faire les avocats bien informés d'au moins deux collèges, l'un situé dans leur région et l'autre à l'extérieur.

Le Conseil est heureux d'annoncer que son idée a bien marché. Elle a donné l'occasion aux collèges et à lui-même de discuter de certaines questions et problèmes communs.

Les membres des équipes de liaison 1988-1989 étaient :

Algonquin
Charles Pascal, chef
Jacqueline Fraser
Charles Pascal, chef
Diane Schwartz
Christopher Roach

Cambrian

Peter Dawson, chef
Jim Griffiths
Louise Gauthier
Tony Manera
Bev Marshman, chef
Terry Pire

Canadore

Jo Surich, chef
Louise Gauthier
Terry Pire
Laura Barr, chef
Peter Dawson
Diane Schwartz

Centennial

Charles Pascal, chef
Harry Picken
James Turk
Charles Pascal, chef
Louise Gauthier
Christopher Roach
James Turk

Georgian

Conestoga

Laura Barr, chef
Philomen Wright
Terry Pire
Charles Pascal, chef
Jim Griffiths
Philomen Wright

Humber

Confederation

Charles Pascal, chef
Bev Marshma
Pat Saliturni
Jacqueline Fraser
Tony Manera

La Cité

Autres activités prévues par la loi

Le Conseil a le pouvoir de nommer des administrateurs aux conseils d'administration locaux. À ce titre, il lui revient d'apporter son appui au ministère des Collèges et Universités et à l'Association des collèges d'arts appliqués et de technologie quant à l'orientation et à l'évolution de chaque conseil d'administration.

À l'heure actuelle, le Conseil est toujours chargé des négociations collectives avec le personnel de soutien et les enseignants et enseignants qui sont membres du SEEFPO. Il lui incombe aussi de faire des recommandations au ministre à propos des salaires du personnel administratif. Ces responsabilités risquent de ne plus être les mêmes une fois que le gouvernement aura fait connaître sa décision à propos du rapport de la Commission Gandz.

Le Conseil assume aussi d'autres responsabilités spéciales que lui confie le ministre.

Convaincu du besoin d'une planification dynamique et à long terme, d'une révision et d'un renouvellement permanents du mandat des collèges de l'Ontario, le Conseil structurera ses travaux:

- en adoptant une approche se fondant sur la consultation et l'accessibilité, une politique de collaboration avec les conseils d'administration, les présidents des collèges et l'Association des collèges d'arts appliqués et de technologie de l'Ontario pour avoir une vue d'ensemble des opinions d'autres personnes que celles travaillant ou étudiant dans les collèges;
- en mettant sur pied une entente stratégique globale des grandes questions économiques, sociales, culturelles et pédagogiques auxquelles l'Ontario fait face, et des problèmes que celles-ci posent aux collèges mais aussi des chances qu'elles leur offrent;
- en créant et en maintenant des liens solides avec le réseau scolaire et universitaire de l'Ontario;
- en évaluant les questions d'ordre éducatif en Ontario à la lumière des expériences faites par d'autres juridictions du Canada et d'ailleurs;
- en évaluant à nouveau les recommandations du Conseil en matière de politique ainsi que l'application de celle-ci, comme l'exige la conjoncture économique et sociale en mutation.

Au fil de ses travaux, le Conseil collaborera régulièrement avec le ministre pour mettre à jour les priorités annuelles en matière de politiques.

PHILOSOPHIE SUR LAQUELLE LE CONSEIL S'APPUIE DANS SES TRAVAUX

III. ÉNONCÉ DU MANDAT

Au cours du printemps 1987, le Conseil ontarien des affaires collégiales a élaboré l'énoncé de son mandat, auquel participent tous les principaux intervenants du réseau, à savoir les présidents des conseils d'administration, les présidents, les groupes d'étudiants et le Syndicat des employés et employées de la fonction publique de l'Ontario (SEEFPO).

MANDAT

Conseiller le ministre en matière de politiques

Le rôle principal du Conseil ontarien des affaires collégiales est de donner au ministre des Collèges et Universités des conseils avisés à propos de la politique de son ministère, conseils qui serviront à promouvoir et à encourager la vitalité et l'efficacité du réseau des collèges d'arts appliqués et de technologie de l'Ontario. Grâce à une politique dynamique, avisée et bien documentée, le Conseil orientera ses travaux en s'appuyant sur les convictions et les principes suivants :

- prendre des engagements à l'égard des étudiants et étudiantes;
 - prendre des engagements vis-à-vis du personnel du réseau collégial;
 - se préoccuper des besoins de ceux et celles qui emploient des diplômés des collèges;
 - rendre compte de ses activités à la population de l'Ontario;
 - pressentir l'avenir et savoir discerner ce qu'un réseau collégial
- #### CONVCTIONS ET PRINCIPES DU CONSEIL

- prévoyant, dynamique et souple peut offrir sur le plan social, culturel, économique et pédagogique;
- jouer un rôle catalyseur pour que surviennent des innovations et changements constructifs dans le réseau collégial;
- reconnaître que les collèges jouent un rôle dans la politique gouvernementale; et
- reconnaître que, si un leadership coopératif et engagé est nécessaire pour atteindre les objectifs du réseau collégial, il faut tout respecter et encourager aussi les initiatives, la créativité et les innovations de chaque collège.

administration et sur les questions de personnel. Elle a fait des études à l'université de Calgary, à l'Université Concordia et à l'Institut polytechnique Ryerson.

Starr Olsen, agente administrative de l'équipe de travail 5, a été détachée pour six mois du collège Humber d'arts appliqués et de technologie. C'est une spécialiste du perfectionnement professionnel et organisationnel. Elle fait partie du corps professoral et assume la présidence du comité central de développement des ressources humaines. Enfin, Mme Olsen prépare un doctorat à l'université du Texas.

Philip Shaw, est rédacteur/coordonnateur des communications pour le Vision 2000. Auparavant, M. Shaw était agent des relations avec les médias pour le Comité sur le SIDA de Toronto. Il a travaillé dans le domaine de la publicité, de l'administration et du marketing. Il a également occupé les postes de rédacteur en chef et d'adjoint à la rédaction pour deux magazines. M. Shaw a un baccalauréat en sciences politiques de l'université Carleton.

Brian Wolfe, directeur de l'analyse des politiques et agent administratif de l'équipe de travail 1 pour Vision 2000, a une maîtrise en économie et un doctorat en planification de l'éducation. Avant de se joindre au Secrétariat des politiques et de la recherche du Conseil, M. Wolfe a travaillé pendant sept ans à la Direction des affaires collégiales du ministère des Collèges et Universités où il participait à plusieurs études sur la situation financière et les besoins du réseau collégial dans ce domaine ainsi qu'à des négociations collectives entre enseignants des collèges et le Conseil comme personne-ressource. Auparavant, il s'occupait de plusieurs projets de recherche portant sur l'éducation et la formation professionnelle en Ontario. Il a aussi été professeur d'économie à plein temps à l'Institut polytechnique Ryerson.

SECRÉTARIAT DES POLITIQUES ET DE LA RECHERCHE

Le Secrétariat des politiques et de la recherche compte trois employés à plein temps, quelques personnes détachées des collèges et des contractuels. Voici une courte biographie de chacun des membres du Secrétariat 1988-1989.

Frances Aspnall, agente administrative du groupe de travail 3 de Vision 2000, a été détachée depuis quatorze mois du collège Centennial d'arts appliqués et de technologie où elle donne des cours d'anglais et d'études canadiennes. De 1977 à 1987, elle a enseigné au collège Sault d'arts appliqués et de technologie dans le cadre de programmes postsecondaires, d'apprentissage, de pré-apprentissage, de perfectionnement, d'anglais langue seconde, d'orientation pour les étudiants étrangers, de formation des enseignants et enseignantes et d'éducation permanente. Elle s'est aussi occupée de perfectionnement professionnel dans divers organismes de services sociaux et de l'industrie.

Harv Honsberger, agent administratif du groupe de travail 4 de Vision 2000, a été détaché depuis quatorze mois du collège Sheridan d'arts appliqués et de technologie où il était directeur du perfectionnement pédagogique. Dans le cadre de ses fonctions, il travaillait de concert avec la communauté de Sheridan au perfectionnement du personnel, à l'élaboration des programmes scolaires, à la formation en informatique, à la recherche et au développement, à l'élaboration de matériel de cours informatisé et de matériel d'apprentissage imprimé, et s'occupait de fournir les services demandés par la clientèle. Plus récemment, il donnait des cours d'anglais (postsecondaires et éducation permanente) et d'arts médiatiques. M. Honsberger travaille au collège Sheridan depuis dix-neuf ans.

Craig McFayden, chercheur. M. McFayden prépare un doctorat sur la politique publique et l'administration publique du Canada à l'université de Toronto. Il est professeur adjoint au département de sciences politiques de l'université de Toronto. Il détient une maîtrise en politique publique et en administration publique ainsi qu'un baccalauréat spécialisé de l'université de Toronto.

Riel Miller est directeur de la politique et de la recherche et agent administratif du comité de direction et de l'équipe de travail 2 de Vision 2000. L'expérience internationale que M. Miller a acquise à Paris au début des années quatre-vingts à l'Organisation de coopération et de développement économique (O.C.D.E.) et son doctorat en économie (New School for Social Research, New York) sont précieux au Conseil d'un point de vue ressources analytiques et politiques publique comparative. À son retour en Ontario en 1984, M. Miller affûta ses compétences en communications et en leadership en travaillant comme conseiller politique à l'Assemblée législative et pour le mouvement syndicaliste de l'Ontario par l'intermédiaire de la Fédération du travail de l'Ontario.

Michelle Nugent, adjointe administrative et de réseau, s'est révélée une personne-ressource précieuse au Secrétariat de la recherche. Il lui incombe entre autres de planifier les rencontres et les conférences, de s'occuper de l'impression et de la production du matériel, d'appuyer le réseau et d'accomplir d'autres tâches administratives. Les antécédents professionnels de Mme Nugent sont variés : au conseil scolaire de Calgary, où elle était adjointe d'enseignement, à la fonction publique fédérale, comme agente d'emploi, et dans le secteur privé, où elle a acquis de l'expérience en

Mora Thompson, qui est la secrétaire du président, a de l'expérience en administration, en communications et en recherches, surtout dans le secteur public. Au niveau provincial, elle a travaillé au ministère des Services sociaux et communautaires. Au niveau fédéral, elle a été adjoindé pour la circonscription et agente administrative auprès d'un ministre. Auparavant, elle fut documentaliste auprès d'un député et secrétaire juridique.

MORA THOMPSON, secrétaire du Comité aux affaires francophones

Terry Pitre, coordonnatrice des communications/secrétaire de direction du Conseil des affaires collégiales, a un diplôme en gestion des affaires qu'elle a obtenu dans un collège de l'Ontario. Elle a surtout acquis son expérience (administration publique et communications) au gouvernement de l'Ontario.

TERRY PITRE, secrétaire de direction du Conseil; secrétaire du Comité des nominations

PERSONNEL DU CONSEIL

Philomen Wright, qui est banquière, a acquis une vaste expérience au gouvernement et dans le domaine de l'éducation. Au cours de sa carrière, elle a occupé des postes de gestion financière et de gestion des ressources humaines. Elle participe à de nombreuses activités communautaires et est membre des organismes suivants : le North York Black Education Committee, le Comité directeur en éducation du conseil scolaire de North York et le Conseil consultatif des relations civiques et multiculturelles de l'Ontario. Elle parle couramment français et espagnol, car elle a fait des études de langues à l'université des Antilles où elle a obtenu un baccalauréat. Elle est associée de l'Institut des banquiers canadiens et a terminé ses études de troisième cycle en gestion des affaires à l'université York. Mme Wright habite à North York.

PHILOMEN WRIGHT De janvier 1988 à juillet 1989

James Turk est directeur de l'éducation à la Fédération du travail de l'Ontario. Dans le cadre de ses activités communautaires, on le retrouve au Conseil consultatif sur les programmes d'enseignement et au Comité consultatif provincial sur les politiques et les méthodes d'évaluation du ministère de l'Éducation de l'Ontario; au Comité consultatif sur l'élaboration des programmes d'études du Collège canadien des travailleurs; au Comité consultatif du Centre d'éducation ouvrière du Conseil du travail du Canada; au Comité consultatif du Centre d'éducation ouvrière du Conseil du travail du Grand Toronto et de la région de York; il est aussi directeur du programme d'études syndicales au collège University de l'université de Toronto. Il a obtenu son baccalauréat à Harvard, a été boursier Knox à l'université de Cambridge, a passé sa maîtrise à Berkeley (University of California) et son doctorat à l'université de Toronto. M. Turk habite à Newmarket.

JAMES L. TURK De janvier 1989 à décembre 1991

CHRISTOPHER ROACH

D'avril 1987 à décembre 1989

Christopher Roach a terminé ses études au collège Centennial d'arts appliqués et de technologie en 1987. Ancien président du Conseil des étudiants du collège Centennial, il est très connu parmi les dirigeants étudiants du réseau collégial. Il travaille à la T.E.S. Contract Services et habite à Toronto.

PATRICK SALITURI

De juillet 1987 à décembre 1991

Patrick Salituri a un diplôme technique en génie électronique du Western Ontario Institute of Technology, renommé collège St. Clair d'arts appliqués et de technologie. Il a occupé plusieurs postes de cadre à Algoma Steel à Sault Ste. Marie où il est à l'heure actuelle superviseur de la construction. Parmi ses autres activités, citons sa participation à la Société de développement économique de Sault Ste. Marie et au conseil d'administration du Centre catholique. Il a été président du Club Algoma Steel ainsi que président et membre du Conseil d'administration du collège Sault. M. Salituri habite à Sault Ste. Marie.

DIANE SCHWARTZ

D'avril 1987 à décembre 1989

Diane Schwartz est vice-présidente et directrice du département des entreprises indépendantes américaines de la compagnie d'assurance-vie Manufacturers. Bachelière en sciences commerciales de l'université de Toronto, elle s'est occupée au cours de sa carrière de planification d'entreprise, d'affaires publiques, de commercialisation et de gestion générale au Canada et aux Etats-Unis. Elle a été membre du conseil d'administration de l'Institut polytechnique Ryerson, vice-présidente d'une campagne de collecte pour l'hôpital Memorial de Bowmanville et membre du Conseil des Jeux olympiques spéciaux de l'Ontario. Mme Schwartz habite à Toronto.

ROBERT SISKIND

De janvier 1988 à décembre 1990

Robert Siskind, qui habite à London (Ontario), a pratiqué le droit (litiges, droit municipal et aménagement du territoire) pendant quinze ans. Il travaille à l'heure actuelle pour Decade Development, société de construction et de restauration d'anciennes propriétés implantées en Ontario et aux Etats-Unis. Bénévoles infatigables, il a siégé au conseil d'administration de Centraide, de la Fondation canadienne des maladies du coeur, du Conseil des arts du Canada et du London Jewish Community Council. Il a été président du conseil d'administration de l'université Western Ontario et a siégé au conseil d'administration du Robarts Research Institute. Il a aussi été membre de divers organismes communautaires et de bienfaisance.

JO SURICH

De janvier 1987 à mai 1989

Jo Surich est président de Brocksway, société de logiciels située à Toronto. C'est un spécialiste en éducation du travail qui a été professeur de sciences politiques à l'Université de Waterloo. Il a publié des articles sur la politique canadienne et ontarienne. Le docteur Surich habite à Toronto.

PENNY MOSS, présidente -
De janvier 1986 à décembre 1991
Sous-comité chargé de la nomination des membres
du Conseil d'administration

Penny Moss a fait des études scientifiques à l'université de Nottingham en Angleterre avant de donner des conférences sur la biologie appliquée dans un collège technique. Elle est présidente des Conseils des écoles publiques de l'Ontario. Son engagement bien connu au niveau communautaire l'a conduite à remplir les fonctions de conseillère scolaire et de présidente du conseil scolaire de Toronto. Elle a aussi été membre du Conseil de santé de Toronto, de la Fondation Learnx, de l'Association des grands conseils scolaires de l'Ontario et d'un certain nombre de comités consultatifs provinciaux s'occupant d'éducation. Elle habite à Toronto.

CHARLES E. PASCAL -
De septembre 1987 à août 1990
président

Avant d'entrer au Conseil, Charles Pascal a été pendant six ans président du collège Sir Sandford Fleming d'arts appliqués et de technologie à Peterborough/Lindsay. Auparavant, M. Pascal avait enseigné à l'Université McGill et à l'Institut d'études pédagogiques de l'Ontario. Il a fait des études de psychologie à l'université du Michigan où il a obtenu un doctorat. Il a siégé aux conseils d'administration de l'université Trent et de l'université de Toronto et à nombre d'organismes communautaires à Montréal, Peterborough et Toronto.

HARRY PICKEN
De juillet 1987 à décembre 1989
Harry Picken a fait une belle carrière en tant qu'ingénieur en aéronautique. Avant de prendre sa retraite en 1981, il fut pendant trente ans président et ingénieur en chef de Genaire Limitée. En 1981, lui était décernée la médaille de l'Ordre des ingénieurs de l'Ontario pour services rendus à la communauté. A l'heure actuelle, il est président et directeur général de Frontier Records et Frontier Music. M. Picken, pianiste et organisateur professionnel, a enregistré deux disques. Il a été membre du Conseil consultatif de technologie et du Comité d'administration du collège Niagara d'arts appliqués et de technologie. Ancien président et membre du Conseil d'aménagement de la ville de Niagara, M. Picken a été nommé en 1968 citoyen de l'année de la ville et de la municipalité de Niagara. M. Picken habite à Ridgeway.

JOHN RANKIN
De janvier 1988 à décembre 1990

John Rankin, bachelier ès sciences en chimie et détenteur d'une maîtrise de l'université McMaster, est à l'heure actuelle vice-président et directeur général (Canada, Antilles et Amérique latine) de la compagnie Mitel. Auparavant, il était vice-président, ressources humaines, des sociétés Federal Industries et Northern Telecom. M. Rankin assume la présidence du Centre canadien de technologie créative (commanditaire du programme «Shad Valley» pour les adolescents doués). Il a également siégé au conseil d'administration de la Personnel Association of Toronto, de l'hôpital général de Mississauga et de la Fondation sciences-jeunesse. Il a enseigné à plein temps au collège d'arts appliqués et de technologie de Sault et à mi-temps à l'université de Toronto. Il a aussi travaillé comme bénévole au Centre correctionnel Maplehurst de Milton. M. Rankin est marié et père de deux adolescents.

Valerie McGregor est membre de la nation de Pottawatamie-Odawa. Elle poursuit à l'heure actuelle des études de troisième cycle et travaille à temps partiel comme directrice de la Aboriginal Postsecondary Counselling Unit. Elle a son actif plusieurs années d'expérience dans le domaine de l'éducation et participe activement à divers organismes communautaires autochtones de Toronto.

VALERIE MCGREGOR De janvier 1989 à décembre 1991

Bev Marshman a obtenu son doctorat de mathématiques à l'université de Waterloo, où elle est à l'heure actuelle professeure adjointe dans le département de mathématiques appliquées. Mme Marshman s'intéresse particulièrement aux nouvelles méthodes d'enseignement et d'apprentissage. Elle siège au conseil consultatif sur les ressources humaines de l'université et occupe le poste de présidente adjointe du comité des affaires des étudiants du premier cycle. Elle participe activement à la planification et à la révision des programmes pédagogiques et conseille les étudiants du premier cycle. Elle habite à Kitchener.

BEV MARSHMAN De janvier 1988 à décembre 1990

Tony Manera est vice-président principal de la Société Radio-Canada. Il détient une maîtrise en sciences, génie électrique, de la University of Southern California et fait partie de l'Ordre des ingénieurs de l'Ontario. Il a été président du collège communautaire de Vancouver et du collège Niagara d'arts appliqués et de technologie. Au cours de sa carrière, il a travaillé comme ingénieur et dans le domaine de l'éducation au Canada et aux États-Unis. Il a été membre ou président de divers comités provinciaux en Ontario et en Colombie-Britannique s'occupant de négociation collective, du rôle et de la structure des associations des conseils d'administration et des politiques de financement des collèges communautaires. M. Manera habite à Nepean.

ANTHONY (TONY) S. MANERA De janvier 1989 à décembre 1991

Jim Griffiths, qui a toujours habité à Thunder Bay, se consacre à l'éducation à tous les niveaux depuis de nombreuses années. Il a été administrateur et secrétaire-trésorier du conseil scolaire de Port Arthur pendant vingt-cinq ans et agent de supervision en administration des affaires au conseil scolaire de Lakehead pendant cinq ans. Au niveau communautaire, il a été entre autres conseiller scolaire, a participé à la commission de logement de Thunder Bay, à la Ontario Association of Housing Authorities et à l'Association ontarienne des sociétés d'aide à l'enfance. Il est membre du comité consultatif du W.J. Griffiths Developmental Centre.

W. JAMES GRIFFITHS De janvier 1986 à décembre 1990

Louise Gauthier est avocate au cabinet Racicot, Bonney, Aube et Gauthier. Ses nombreuses activités au service de la collectivité l'ont amenée à être membre et vice-présidente du conseil d'administration du collège Northern et directrice de l'Association de district pour l'intégration communautaire de Kapuskasing. Elle oeuvre aussi au sein de l'organisme Centraide, est membre de l'Association des juristes d'expression française de l'Ontario, est inscrite au Barreau du Canada et à l'Association des juristes de Cochrane. Mme Gauthier habite à Timmins.

LOUISE GAUTHIER, vice-présidente du Conseil De février 1987 à décembre 1989

II. LES MEMBRES DU CONSEIL

Le nouveau rôle du Conseil en matière de planification à moyen terme et à long terme exige un élargissement de sa composition et une augmentation du nombre de ses membres afin de refléter la diversité des ressources professionnelles et des caractéristiques démographiques de la province. Le Conseil est très reconnaissant au premier ministre d'avoir récemment procédé à des nominations, preuve que M. David Peterson comprend bien le nouveau rôle du Conseil.

Les membres du Conseil ontarien des affaires collégiales sont nommés par décret et représentent équitablement les régions, les hommes et les femmes, les langues, les activités professionnelles et les diverses cultures de la province. Un secrétariat permanent et du personnel chargé de la recherche, secondé par des personnes détachées du réseau collégial, aident le Conseil dans ses travaux.

Laura Barr, présidente -
De janvier 1983 à décembre 1989

Sous-comité aux affaires du personnel

Laura Barr est née au Japon et a fait ses études en Ontario. Au cours de sa carrière, elle a occupé un éventail de postes dans le domaine de l'administration et des soins infirmiers, et a été notamment directrice de la Registered Nurses Association of Ontario et directrice adjointe des services aux patients au centre médical Sunnybrook de Toronto. Elle a siégé à nombre de conseils et de comités s'occupant de la santé et de l'éducation. L'association des infirmières diplômées de l'Ontario l'a honorée en créant la série de conférences Laura Barr et en la nommant membre honoraire à vie, à l'instar de la Société canadienne des directeurs d'associations. Mme Barr termine sa septième année en tant que membre du Conseil, auquel elle a aussi siégé comme vice-présidente pendant deux ans.

Peter Dawson
De janvier 1988 à décembre 1990

Peter Dawson, conseiller exécutif du Dawson Group Inc., a fait carrière pendant trente-deux ans dans le domaine de la gestion des affaires et s'est occupé notamment des relations avec le personnel et entre les employés pour le compte d'une multinationale de produits de consommation, Procter & Gamble Inc. De plus, pendant dix ans, il a donné à temps partiel des cours de formation en gestion au collège Mohawk d'arts appliqués et de technologie de Hamilton. M. Dawson a activement participé aux affaires municipales, à la Commission ontarienne de la main-d'œuvre, au Conseil canadien pour le commerce international, à la Chambre de commerce du Canada et à nombre d'autres organismes communautaires, y compris le conseil d'administration du collège Mohawk dont il a assumé la présidence. M. Dawson habite à Stoney Creek.

Jacqueline Fraser, présidente -
De mai 1987 à décembre 1989

Sous-comité des Affaires francophones

Jacqueline Fraser, qui a obtenu son baccalauréat et sa maîtrise en éducation à l'Université d'Ontario, détient aussi un diplôme de spécialiste en éducation physique. Elle a enseigné au niveau élémentaire, secondaire et universitaire. Elle participe à de nombreuses activités communautaires et sportives. D'ailleurs, depuis vingt-huit ans elle entraîne des équipes pour les compétitions interscolaires. Elle a été membre et présidente du conseil d'administration du Collège Saint-Laurent d'arts appliqués et de technologie et présidente de l'association de l'athlétisme scolaire de sa région. Mme Fraser habite à Alexandria.

I. INTRODUCTION

L'année dernière, le rapport annuel du Conseil ontarien des affaires collégiales s'intitulait «En transition». D'une certaine façon, le Conseil se trouve toujours dans une période transitoire dans la mesure où le rôle qu'il joue dans les négociations collectives se poursuit. Bien que la ministre précédente, Mme Lyn McLeod, ait fait connaître son intention de créer une association d'employeurs pour assumer la responsabilité de la gestion des négociations, il incombe toujours légalement au Conseil de s'en occuper. À la lumière de ce qui l'attend et en raison de la nécessité de faire participer au processus de négociation ceux et celles qui mettent en oeuvre les contrats, le Conseil s'est encore efforcé cette année de mêler au processus les présidents des conseils d'administration et les présidents et de maintenir des liens de communication avec tous les gestionnaires du réseau (voir à la page 22, Section VI, «Négociation collective/Gestion des ressources humaines»).

En ce qui concerne le rôle du Conseil au niveau des politiques et de la planification, «l'avenir doit être bâti dès aujourd'hui» grâce à Vision 2000, processus de révision à grande échelle du mandat du réseau collégial qu'a lancé en octobre 1988 l'honorable Lyn McLeod. Le processus s'en tient à l'énoncé du mandat du Conseil et à l'engagement que celui-ci a pris de continuer à appliquer une politique de planification se fondant sur la collaboration de tous et de toutes. Bien que le rapport définitif du projet ne soit pas attendu avant le début de 1990, on affirme déjà que Vision 2000 est une réussite en raison des nombreux individus et groupes qui, à l'intérieur et à l'extérieur du réseau collégial, ont proposé des idées novatrices pour l'avenir. Vision 2000 vise essentiellement à faire réfléchir au réseau de manière stratégique et tous ensemble les principaux intervenants... (voir à la page 24, Section VII, «Vision 2000»).

En 1988-1989 la ministre a aussi annoncé la création du **trente-troisième collège, La Cité collégiale**. Le Conseil a participé à l'élaboration d'une liste de candidat(e)s externes pour le Conseil d'administration et à l'approbation de la liste définitive.

Le Conseil a été ravi que la ministre accepte une de ses recommandations, à savoir accorder dans chaque collège **un droit de vote complet** aux administrateurs internes. Le Conseil a aussi apprécié la façon dont la plupart des conseils d'administration ont saisi les occasions qui leur étaient données grâce à la présence des administrateurs internes.

Cette année, le Conseil a tiré grand parti dans ses activités du talent et du dévouement de nombreuses personnes. Nous remercions entre autres **Roy McCutcheon**, président du Comité des présidents, de sa participation active aux réunions du Conseil et de son esprit de collaboration; **Tom Brzustowski**, sous-ministre, **Ralph Benson**, sous-ministre adjoint, et **David Lyon**, coordonnateur en chef, de leur appui au niveau moral et des ressources qu'ils ont bien voulu mettre à notre disposition dans le cadre du projet Vision 2000; **Laura Barr** d'avoir accepté de prolonger sa carrière remarquable au Conseil et de prendre la tête des multiples fonctions qu'assument le Conseil en matière de ressources humaines, les négociations collectives y compris; et au **premier ministre David Peterson** d'avoir donné son aval à la prorogation.

Enfin, le Conseil est très reconnaissant à l'honorable **Lyn McLeod** du leadership dont elle a fait montre, comme en témoignent sa prévoyance, son esprit de collaboration, son intégrité et sa disponibilité à l'égard de ceux et celles qu'elle dirige. Certes, travailler avec la ministre manquera au Conseil, mais celui-ci se console à la pensée que le réseau collégial aura en Mme McLeod une autre personne réfléchie et avisée au Conseil des ministres.

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LE CONSEIL ONTARIEN DES AFFAIRES COLLEGIALES

Le Conseil ontarien des affaires collégiales est un organisme provincial créé en vertu de la Loi sur le ministère des Collèges et Universités. Le Conseil doit rendre compte au ministère des Collèges et Universités.

Le rôle principal du Conseil est de fournir au ministre des Collèges et Universités des conseils avisés en matière de politiques en vue de promouvoir la vitalité et l'efficacité des collèges d'arts appliqués et de technologie de l'Ontario.





LETTRE DE TRANSMISSION

Le 31 août 1989

L'honorable Sean Conway
Ministre des Collèges et Universités
22^e étage
Edifice Mowat
900, rue Bay
Queen's Park
Toronto (Ontario)

Monsieur le Ministre,

J'ai le plaisir de vous présenter, au nom du Conseil ontarien des affaires collégiales, le rapport annuel du Conseil pour la période du 1^{er} septembre 1988 au 31 août 1989, intitulé « Aller de l'avant... »

Ces douze mois ont été stimulants et satisfaisants pour le Conseil. Comme l'indique le titre du rapport, le Conseil se prépare pour l'an 2000 et est déterminé à aller de l'avant vu le nouveau rôle de planificateur qui lui échoit.

Je tiens, au nom des membres du Conseil, à vous remercier de votre appui et de votre leadership constants. Nous attendons impatiemment les commentaires que vous inspirera le rapport. Je vous prie de croire, Monsieur le Ministre, à l'expression de mes sentiments les plus respectueux.

Le président,

Charles E. Pascal

«ALLER DE L'AVANT...»

pour la période
du 1^{er} septembre 1988 au 31 août 1989

RAPPORT ANNUEL

LE CONSEIL ONTARIEN DES AFFAIRES COLLÉGIALES





Ontario

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THE ONTARIO COUNCIL OF REGENTS FOR
COLLEGES OF APPLIED ARTS AND TECHNOLOGY

ANNUAL REPORT

SEPTEMBER 1, 1989 TO AUGUST 31, 1990





Ontario

Ontario Council of Regents
for Colleges of
Applied Arts and Technology

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Bureau du président

LETTER OF TRANSMITTAL

January 29, 1991

The Honourable Richard Allen
Minister of Colleges and Universities
6th Floor, Mowat Block
900 Bay Street,
Queen's Park
Toronto, Ontario
M7A 1L2

Dear Minister:

I am pleased to submit to you, on behalf of the Ontario Council of Regents for Colleges of Applied Arts and Technology, the annual report of the Council of Regents for the period September 1, 1989, to August 31, 1990.

The highlight of the past year was the release of the Vision 2000 Steering Committee's final report, **Vision 2000: Quality and Opportunity**, which reviews and provides recommendations for renewing the mandate of Ontario's colleges.

In addition to overseeing Vision 2000, the council fulfilled its responsibilities with respect to collective bargaining/human resource management and addressed such issues as the collection of student fees, presidents' compensation, and CAAT pensions and early-retirement policies. Also, as part of the college governance structure the council, after reviewing the protocols and comments from liaison team leaders, appointed or reappointed 125 governors to college boards across Ontario.

In the coming months, we look forward to working with you on issues related to the implementation of the Vision 2000 recommendations and to further broadening representation on the colleges' boards of governors. The Council of Regents would like to thank you for your ongoing leadership and support.

Sincerely,

Charles E. Pascal
Chair, Ontario Council of Regents

**THE ONTARIO COUNCIL OF REGENTS FOR
COLLEGES OF APPLIED ARTS AND TECHNOLOGY**

The Ontario Council of Regents for Colleges of Applied Arts and Technology is a provincial agency established under the Ministry of Colleges and Universities Act. The council is responsible and accountable to the Minister of Colleges and Universities.

The council's primary role is to provide informed policy advice, for consideration by the Minister of Colleges and Universities, that will promote and encourage the well-being and effectiveness of Ontario's system of colleges of applied arts and technology.

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I. CHAIR'S REPORT

The title of last year's annual report of the Ontario Council of Regents was "Moving Forward". In one major way, the council is still moving forward. While the Government of Ontario has indicated its intention to establish an employers' association to assume the management role in bargaining, the council is still legally responsible for this activity. In view of the need for involving those who implement contracts in the process of negotiating them, the council continued its efforts this year to involve both board chairs and presidents in the process and to maintain effective communications with all managers in the system.

As was the case last year, the council's policy and planning activities have focused on Vision 2000, a major review of the Ontario college system's mandate set in motion by the Honourable Lyn McLeod in October 1988. The Vision 2000 process was designed to be in keeping with the council's mission statement and its explicit commitment to pursue its planning function in a collaborative fashion. The project's final report was released in June 1990. Vision 2000 is already being described as a success because of the large number of individuals and groups, both within and outside the college system, who submitted high-quality visions of the colleges' future. Getting the system's **stakeholders to think strategically . . . together** was a major objective of Vision 2000, and the immediate support of the Council of Presidents, the Ontario Public Service Employees Union, the Ontario Federation of Students, the Ontario Federation of Labour, and other significant partners augers well for this agenda for renewal.

During the period September 1, 1989, to August 31, 1990, the Council of Regents met ten times. In addition to discussing Vision 2000 and collective bargaining/human resource issues, the council addressed topics such as the collection of student fees, presidential compensation, CAAT pensions and early-retirement policies, and its liaison-team concept.

Finally, the council's activities have been enhanced this year by the talents and good graces of many. To name a few, we are grateful to **Phil Killeen**, the chair of the Council of Presidents for his full and collaborative participation at Council of Regents meetings; and to **Roy Olsen**, chair of the Council of Governors, Ministry of Colleges and Universities Deputy Minister **Tom Brzustowski**, Assistant Deputy Minister **Ralph Benson**, and Executive Co-ordinator **David Lyon** for their moral and resource support of the Vision 2000 process and other council activities.

II. THE COUNCIL'S MEMBERSHIP

The Council of Regents' role in medium and long-range planning requires a breadth and depth in its membership. Its membership must reflect the skills and demographic characteristics of the province. The council is grateful to the Premier for recent appointments to the council that reflect an understanding of its new role.

Council members are appointed by order in council and provide a balanced representation of region, gender, language, occupation, and cultural background. The council's work is assisted by a permanent secretariat and research staff, which is supplemented by secondments from the college system.

LAURA BARR, Chair - Council
Subcommittee on Staff Affairs to December 1989

January 1983 to December 1989

Laura Barr was born in Japan and educated in Ontario. Her career has encompassed a variety of nursing and administrative positions, including those of executive director of the Registered Nurses' Association of Ontario and assistant executive director, patient services, at Sunnybrook Medical Centre, Toronto. She has served on many boards and committees in the fields of health and education. She has been honoured by the establishment of the Laura Barr Lecture Series by the Registered Nurses' Association of Ontario and has an honorary life membership with that association as well as with the Canadian Society of Association Executives. Ms. Barr completed her seventh year on the council and served as vice-chair for two years.

PETER DAWSON
(Resigned September 1990)

January 1988 to December 1990

Peter Dawson, executive adviser to The Dawson Group Inc., has had a 32-year business management career that included personnel and employee relations with a major multinational consumer products company, Procter & Gamble Inc. In addition, he lectured part-time on management development for ten years at Mohawk College of Applied Arts and Technology in Hamilton. Mr. Dawson has been actively involved in municipal government, the Ontario Manpower Commission, the International Business Council of Canada, the Canadian Chamber of Commerce, and many other community organizations, including the board of governors, Mohawk College of Applied Arts and Technology, of which he was chair. Mr. Dawson is a resident of Stoney Creek.

JACQUELINE FRASER, Chair - Council
Subcommittee on Francophone Affairs

May 1987 to December 1992

Jacqueline Fraser, who holds an M.Ed. and a B.A. from the University of Ottawa and a specialist degree in physical education, is a school teacher with experience at the elementary, secondary, and university levels. She has been involved in a wide range of community and sports activities, one of which is coaching interscholastic competitive teams for the past 28 years. She was a member and chair of the St. Lawrence College St. Laurent board of governors, and president of her regional school athletics association. Ms. Fraser resides in Alexandria.

LOUISE GAUTHIER, Vice-Chair - Council

February 1987 to December 1992

Louise Gauthier, a resident of Timmins, is a lawyer practising with the firm of Racicot, Bonney, Aube and Gauthier. Her extensive service to her community has included terms as a member and vice-chair of the Northern College of Applied Arts and Technology board of governors and as a director of the Kapuskasing and District Association for the Mentally Retarded, and involvement in The United Way. Ms. Gauthier is a member of the Association des juristes d'expression française de l'Ontario, the Canadian Bar Association, and the Cochrane Law Association.

W. JAMES GRIFFIS

January 1986 to December 1991

Jim Griffis, a lifelong resident of Thunder Bay, has been involved with education at all levels for many years. Mr. Griffis was the business administrator and secretary treasurer for the Port Arthur Board of Education for 25 years and the superintendent of business for the Lakehead Board of Education for five years. As well, his community involvement has included serving as a school trustee; participating in the Thunder Bay District Housing Authority, Ontario Association of Housing Authorities, Ontario Association of School Business Officials, Ontario Association of Children's Aid Societies; and serving as a member of the advisory committee (L.A.M.R.) for the W.J. Griffis Developmental Centre.

ANTHONY (TONY) S. MANERA

January 1989 to December 1991

Tony Manera is senior vice-president of the Canadian Broadcasting Corporation. He holds a M.Sc. degree in electrical engineering from the University of Southern California and is a registered professional engineer in Ontario. Mr. Manera has previously served as president of Vancouver Community College and Niagara College of Applied Arts and Technology. His career has encompassed the fields of engineering and education in both Canada and the United States. Mr. Manera has been a member or chair of various provincial committees in both Ontario and British Columbia dealing with collective bargaining, the functions and structure of governing board associations, and funding policies for community colleges. Mr. Manera resides in Nepean.

**BEV MARSHMAN, Chair - Council
Subcommittee on Governance**

January 1988 to December 1993

Bev Marshman obtained her Ph.D. in mathematics from the University of Waterloo and is an assistant professor in the Department of Applied Mathematics at the university. Dr. Marshman's strongest interest is in teaching and learning innovations; she serves on the university's Advisory Council on Academic Human Resources. As associate chair for undergraduate affairs in applied mathematics, she is also deeply involved in curriculum planning and revision and undergraduate advising. She resides in Kitchener.

VALERIE MCGREGOR

January 1989 to December 1991

Valerie McGregor is a member of the Pottawatamie-Odawa nation. She is currently taking post-graduate studies and working part-time as the director of the Aboriginal Postsecondary Counselling Unit. Ms. McGregor has several years of experience in the field of education. She is also actively involved in various organizations of the Aboriginal community of the City of Toronto.

PENNY MOSS

January 1986 to December 1991

Penny Moss received her B.Sc. (Hon.) from Nottingham University in England and was a lecturer in applied biology at a technical college. Ms. Moss is executive director of the Ontario Public School Boards Association. Her well-known community involvement includes terms as a school trustee and chair of the Toronto Board of Education and membership in the Toronto Board of Health, the Learnxs Foundation, the Association of Large School Boards of Ontario, and numerous provincial advisory committees concerning education. She resides in Toronto.

WINNIE WUN-WUN NG

May 1990 to December 1992

Winnie Ng received her B.A. from McGill University, a TESL certificate from the University of Toronto, and a Media Skills and Television Art certificate from Ryerson Polytechnical Institute. Ms. Ng is the co-ordinator - English at the Workplace Unit with the Labour Council of Metropolitan Toronto and York Region. Her community involvement includes service with the Women's Committee of the Chinese Canadian National Council; the Toronto Garment Industry Liaison Committee, City of Toronto; the Coalition of Visible Minority Women in Ontario; the Downtown Health Community Advisory Board; the Occupational Health and Safety Legal Clinic; and the Cross-Cultural Communication Centre.

CHARLES E. PASCAL, Chair - Council**September 1987 to January 1991**

Before joining the council, Charles Pascal spent six years as president of Sir Sandford Fleming College of Applied Arts and Technology in Peterborough and Lindsay. Previously, Dr. Pascal held academic positions at McGill University and the Ontario Institute for Studies in Education. He holds Ph.D., M.A., and B.A. degrees in psychology from the University of Michigan. He has been on the boards of Trent University, the University of Toronto, and many community agencies in Montreal, Peterborough, and Toronto. (Dr. Pascal resigned from the council and assumed the position of Deputy Minister, Premier's Council on Health, Well-Being and Social Justice, effective February 1, 1991.)

HARRY PICKEN**July 1987 to December 1991**

Harry Picken, P.Eng., a resident of Ridgeway, has had a varied career as an engineer in the field of aviation. Before retiring in 1981, Mr. Picken was president and chief engineer of Genaire Ltd. for 30 years. He received the Professional Engineers of Ontario Medal in 1981 for community service. He is now president and general manager of Frontier Records and Frontier Music. Mr. Picken is also a professional pianist and organist and has recorded two albums. He has served on the Technology Advisory Board and the Board of Governors of Niagara College of Applied Arts and Technology. Mr. Picken is a past chair and member of the Town of Niagara Planning Board and was named Citizen of the Year, 1968, for Niagara Town and Township.

JOHN RANKIN, Chair - Council**January 1988 to December 1993****Subcommittee on Staff Affairs from January 1990**

John Rankin holds a B.Sc. in chemistry and an M.B.A., both from McMaster University. He is currently vice-president and general manager, Canada, Caribbean, and Latin America, for Mitel Corporation. Before joining Mitel, Mr. Rankin was vice-president, human resources, for Federal Industries and Northern Telecom. Mr. Rankin is chair of the Canadian Centre for Creative Technology which sponsors the Shad Valley Program for gifted teenagers. He is a past member of the board of directors of the Personnel Association of Toronto, the Mississauga General Hospital, and the Youth Science Foundation. He has taught fulltime at Sault College of Applied Arts and Technology and part-time at the University of Toronto. He has worked as a volunteer at the Maplehurst Correctional Centre in Milton. Mr. Rankin is married and has two teenaged children.

PATRICK SALITURI

July 1987 to December 1991

Patrick Salituri holds an associate degree in electronics engineering technology from the Western Ontario Institute of Technology, now St. Clair College of Applied Arts and Technology. Mr. Salituri has been employed in a number of senior management positions within Algoma Steel in Sault Ste. Marie and is now the superintendent of construction. His current activities include involvement in the Economic Development Corporation, Sault Ste. Marie, and in the board of directors of the Catholic Centre. He is a past president of the board of directors of the Algoma Steel Club and past chair and member of Sault College of Applied Arts and Technology board of governors. Mr. Salituri is a resident of Sault Ste. Marie.

DIANE SCHWARTZ

April 1987 to December 1992

Diane Schwartz is senior vice-president and general manager-United States for the Manufacturers' Life Insurance Company. She holds a B.Com. degree from the University of Toronto. Her career has encompassed the fields of corporate planning, public affairs, and marketing and general management in Canada and the United States. Ms. Schwartz is a past board member of Ryerson Polytechnical Institute, vice-chair of fundraising for Bowmanville Memorial Hospital, and a board member for the Ontario Special Olympics. She resides in Toronto.

ROBERT SISKIND

January 1988 to December 1993

Robert Siskind of London, Ontario, practised law in the areas of litigation, municipal law, and land development for 15 years. Mr. Siskind is now with Decade Development, a company involved in the construction and restoration of new and existing properties. The company operates in various parts of Ontario and the United States. Mr. Siskind's extensive volunteer efforts have included seats on the boards of The United Way, the Canadian Heart Foundation, the Canada Council, and the London Jewish Community Council. He has been chair of the board of governors of the University of Western Ontario and on the board of directors of the Robarts Research Institute, as well as holding memberships in other charitable and community organizations.

JAMES L. TURK

January 1989 to December 1991

Jim Turk is the director of education with the Ontario Federation of Labour. Dr. Turk's community service includes involvement with the Ontario Ministry of Education, Learning Programs Advisory Council, Provincial Advisory Committee on Evaluation Policies and Practices; the Labour College of Canada, Curriculum Development Advisory Committee; the Canadian Labour Congress, National Educational Advisory Committee; and the Labour Council of Metropolitan Toronto - Education and Skills Training Centre Advisory Committee; and he has served as director of the labour studies program, University College, University of Toronto. He received his B.A. from Harvard, was a Knox Fellow at Cambridge, and completed his M.A. at the University of California at Berkeley and his Ph.D. at the University of Toronto. Dr. Turk resides in Newmarket.

TREVOR WILSON

April 1990 to December 1992

Trevor Wilson has a Masters of Political Economy degree and certificate in industrial relations from the University of Toronto. Mr. Wilson has been highly active in community affairs, and his activities have included involvement with the Committee on Community and Race Relations, City of Toronto, and the Black Youth Leadership Development Group. Mr. Wilson is president of Priority Management Consulting Group.

COUNCIL STAFF

Dana Boettger, secretary to the chair and secretary of the Francophone Affairs Committee, has experience in the areas of administration, communications, and education, primarily in organized labour. She has worked for the Ontario Federation of Labour, the United Steelworkers of America, and the Canadian Auto Workers. Before her work in communications and trade union education, Ms. Boettger worked as a real estate conveyancer for law offices.

Terry Pitre, executive secretary to the council and secretary of the Governance Committee, received her business administration diploma from Seneca College. Ms. Pitre's work experience is primarily with the Ontario provincial government in public administration and communications.

POLICY AND RESEARCH SECRETARIAT

The Policy and Research Secretariat consists of three full-time employees and is supplemented by secondments from the colleges and contract employees.

Riel Miller is the manager of policy and research and the executive officer for Vision 2000's Steering Committee and Study Team 2. Dr. Miller's international experience in the early 1980s at the Organization for Economic Co-operation and Development (OECD) in Paris and his Ph.D. in economics from the New School for Social Research in New York provide the council with important analytic resources and experience in comparative public policy. After returning to Ontario in 1984, Dr. Miller honed his skills in communications and leadership while working as a policy adviser at the Ontario legislature and for the Ontario trade union movement, through his work at the Ontario Federation of Labour.

Michele Nugent, network and administrative assistant, has been a valuable resource person for the research secretariat in her responsibilities for meeting and conference planning, printing and production of materials, network support, and other administrative activities. Ms. Nugent comes to us with a diverse background, having experience at the Calgary Public School Board as a teaching assistant in the federal public service as an employment officer and in the private sector in personnel and administration. Ms. Nugent has studied at the University of Calgary, Concordia University, and Ryerson Polytechnical Institute.

Brian Wolfe, chief policy analyst and executive officer for Vision 2000's Study Team 1, holds an M.A. in economics and a Ph.D. in educational planning. Dr. Wolfe, before joining the Policy and Research Secretariat of the council, worked in the College Affairs Branch of the Ministry of Colleges and Universities for seven years. While with the branch, he participated in several studies concerning the financial health and needs of the college system and served as a resource person in collective bargaining between college teachers and the council. Before working in the College Affairs Branch, Dr. Wolfe participated in various research projects involving education, skills training, and labour market adjustment in Ontario while at the Ministry of Labour and as a private consultant. He also taught economics fulltime at Ryerson Polytechnical Institute for two years and now teaches in continuing education programs at the University of Toronto and the University of Guelph.

III. MISSION STATEMENT

During the fall of 1987, the Council of Regents developed the following mission statement, which involves the major stakeholders of the system: board chairs, presidents, student groups, and the Ontario Public Service Employees Union (OPSEU).

MISSION

Policy Advice to the Minister

The Council of Regents' primary role is to provide informed policy advice, for consideration by the Minister of Colleges and Universities, that will promote and encourage the well-being and effectiveness of Ontario's system of colleges of applied arts and technology.

Through vigorous, timely, and well-researched policy, the council's work will be guided by the following values and beliefs:

- a commitment to students;
- a commitment to those employed in the college system;
- a concern for the needs of those who employ college graduates;
- accountability to the people of Ontario;
- a sensitivity to the future and the social, cultural, economic, and educational contributions and opportunities that can be created by a far-sighted, dynamic, and flexible college system;
- a need for the council to act as an effective catalyst for meaningful change and innovation in the college system;
- a recognition of the colleges as instruments of public policy;
- a recognition that while committed, co-operative leadership is necessary for the achievement of system goals, individual college initiative, creativity, and innovation must also be respected and fostered.

THE
COUNCIL'S
VALUES
AND
BELIEFS

Recognizing the need for vigorous, long-term planning and continual review and renewal of the mandate of Ontario's colleges, the council's work will be shaped by:

- a consultative and accessible approach, working collaboratively with boards of governors, college presidents, and the Association of Colleges of Applied Arts and Technology of Ontario, seeking broad input from other representatives of those who work and learn in the colleges;
- the development of a broad strategic understanding of major economic, social, cultural, and educational issues facing Ontario, and of the problems and opportunities they present to the colleges;
- the development and maintenance of effective linkages with the school system and universities of Ontario;
- the evaluation of Ontario educational issues in light of the experiences of other jurisdictions, both in and outside of Canada; and
- the re-evaluation of the council's policy recommendations and its processes as required by changing social and economic circumstances.

THE COUNCIL'S APPROACH TO ITS WORK

In accomplishing its work, the council will collaborate on a regular basis with the Minister to update annual policy priorities.

Other Statutory Activities

The council has executive authority to appoint governors to the local boards. As such, it has a responsibility to provide support to the Ministry of Colleges and Universities and the Association of Colleges of Applied Arts and Technology in the area of orientation and development of individual boards.

At this time, the council still has responsibility for collective bargaining with support staff and faculty who are members of OPSEU and for making recommendations to the Minister of Colleges and Universities regarding the salaries of administrative staff. These responsibilities may change as a result of the Government's final response to the Gandz Commission.

The council assumes other ad hoc responsibilities as assigned by the Minister of Colleges and Universities.

IV. LIAISON TEAMS

During the 1989-90 year, the Council of Regents continued the concept of college liaison teams, so that members of the council could become informed advocates for at least one college within their immediate area. The council is pleased to report that the liaison-team concept has worked well. It has provided both colleges and the council with more focused opportunities to discuss issues and mutual concerns.

The members of the 1989-90 liaison teams were:

Algonquin

Tony Manera, Leader
Terry Pitre

Cambrian

Louise Gauthier, Leader
Terry Pitre

Canadore

Charles Pascal, Leader
Terry Pitre

Centennial

Charles Pascal, Leader
Diane Schwartz

Conestoga

Charles Pascal, Leader
Terry Pitre

Confederation

Jim Griffis, Leader
Charles Pascal

Durham

Charles Pascal, Leader
Terry Pitre

Fanshawe

Bev Marshman, Leader
Terry Pitre

George Brown

Charles Pascal, Leader
Winnie Ng

Georgian

Jim Turk, Leader
Terry Pitre

Humber

Trevor Wilson, Leader
Terry Pitre

Lambton

Charles Pascal, Leader
Terry Pitre

Loyalist

Charles Pascal, Leader
Terry Pitre

Mohawk

Harry Picken, Leader
Charles Pascal

Niagara

Harry Picken, Leader
Charles Pascal

St. Clair

Robert Siskind, Leader
Terry Pitre

Sault

Pat Salituri, Leader
Terry Pitre

Sheridan

John Rankin, Leader
Charles Pascal

Northern

Louise Gauthier, Leader
Charles Pascal

St. Lawrence

Jacqueline Fraser, Leader
Terry Pitre

Seneca

Charles Pascal, Leader
Valerie McGregor

Sir Sandford Fleming

Penny Moss, Leader
Terry Pitre

In 1989-90, the liaison teams discussed with the boards of governors such issues as:

- appointments and reappointments of boards of governors
- the Vision 2000 process
- specific issues concerning boards, whether on a local, regional, or provincial level.

V. GOVERNANCE ISSUES

- **BOARD APPOINTMENTS**

During the fall of 1989, the council's Appointment Committee reviewed the protocols and comments from the liaison team leaders who had met with the boards to discuss the appointments and reappointments of governors. The committee subsequently recommended to the council the appointment of 79 governors and the reappointment of 46 governors.

- **APPOINTMENT TERMS**

The Governance Committee gave careful consideration to changes made to Regulation 640 affecting the commencement and expiry dates of governors' terms. The committee, with the approval of the council and in accordance with the changes to the regulation, decided that all governors' terms would continue to begin on January 1; however, they would expire on August 31, bringing the terms of governors into compliance with the regulation by 1992.

- **COMMITTEE GUIDELINES FOR BOARD APPOINTMENTS**

The Appointment Committee provided each board with a description of certain practices to be followed by boards in submitting their nominations for board appointments. The description included the following guidelines:

- All submissions should adhere to the spirit of the protocol model, instituted in 1988, for the appointment of external board members. In particular, a list of organizations, institutions, and community groups consulted for potential nominations should be included in submissions to the council.
- Boards should ensure that their submissions include all necessary reappointments and new appointments; partial submissions will not normally be considered.
- The number of nominees should exceed the total number of vacancies by at least two.
- Each board must have a minimum of one external labour representative. Labour nominations should be made in consultation with local labour council(s) and the Ontario Federation of Labour.
- Extensions of terms beyond six years will not be considered.
- Each board should discuss with the council's liaison members the process used by the board in making its nomination choices.

VI. COLLECTIVE BARGAINING/ HUMAN RESOURCE MANAGEMENT

The council continues to act on behalf of the colleges in such areas of responsibility as collective bargaining, pensions, employee benefits, terms and conditions of employment for administrative staff, and various other human resource responsibilities mandated under government legislation. The major focus of the council's activities in these areas during the past year has been as follows:

- **COLLECTIVE BARGAINING**

The council fulfilled its responsibilities under the Colleges Collective Bargaining Act in negotiating new collective agreements for the academic and support staff bargaining units. Negotiations were successfully concluded for the support staff unit without any work interruption. Unfortunately, an impasse in negotiations with the academic unit led to a 20-day work stoppage. The impasse was ultimately resolved through a mutual agreement to refer all outstanding issues to mediation/arbitration. Adjustments were made to college schedules so that the education of students was not compromised.

- **PENSIONS**

The Pension Consultative Committee, a subcommittee of the council that includes management and labour representation, met throughout 1989-90 to examine and formulate recommendations on the issues of early retirement and inflation protection. In addition, an amendment was made to the pension plan, increasing benefits by four per cent.

- **PRESIDENTS' COMPENSATION**

An ad hoc committee of the council, established in 1988, completed its report on presidents' compensation. The work of the committee included a re-evaluation of the position of president in terms of the Hay Associates position-classification system, the compensation packages currently in place, the compensation packages for other public sector chief executive officers, and presidential recruitment and selection procedures.

- **PAY EQUITY**

The council was able to reach agreement with the academic bargaining unit on a pay-equity plan, in accordance with the Pay Equity Act. Negotiations continued throughout 1989-90 on a similar plan for support staff. The council also developed a pay equity model for administrative staff.

VII. VISION 2000

In October 1988 a major review of Ontario's college system was set in motion by the Honourable Lyn McLeod, then Minister of Colleges and Universities. The Ontario Council of Regents was asked to oversee the project and develop "a vision of the college system in the year 2000".

The Council of Regents established a Steering Committee comprising educators, students, employers, labour and government representatives, and members of the council. The role of these 33 individuals was to guide the process and produce a final report for transmittal to the council. Five study teams were established to handle the work of research and public consultation, and each group was asked to focus on a different aspect of the college system and on different constituencies. In addition, a special "sixth table" brought together the francophone representatives from the study teams and representatives from the Ministry of Colleges and Universities and the Council of Franco-Ontarian Education.

The research and consultation process included surveys, focus groups, meetings, and interviews, as well as commissioned research papers. The process elicited hundreds of submissions from interested groups and individuals. By February 1990 each of the study teams and the "sixth table" had submitted a report with recommendations to the Vision 2000 Steering Committee.

The Final Report

Following an extensive discussion of the study teams' analyses and recommendations, the Steering Committee prepared its report. The council transmitted the report, entitled Vision 2000: Quality and Opportunity, to the Minister of Colleges and Universities in May 1990, and in June the report was released by Minister Sean Conway for public distribution. During the period from the report's release to the end of 1990, the council participated in information sessions with various colleges and interest groups to provide an in-depth opportunity for all stakeholders to understand both the overall scope of the report and the specifics underlying its 40 recommendations.

The report indicates that colleges are at a crossroads and that fundamental and far-reaching change is necessary to assist the system to meet the challenges of the future. Key directions for change described in the report include:

- reorienting the curriculum of the colleges to include a greater emphasis on general education and generic skills that will assist students in their individual development and enhance their long-term employability;
- establishing system-wide, program outcome standards and regular program review to confirm the value and consistency of programs leading to a college credential;
- improving accessibility and opportunities for success in college for a diverse range of learners, particularly those least well served in the past; and
- building better links among colleges, schools, and universities to facilitate the movement of students between these institutions and to provide better access to more advanced training.

To achieve these goals, the report recommends:

- the redesign of the curriculum of programs leading to a college credential, not only to increase significantly the general education and generic skills content, but also to make delivery more relevant and flexible;
- the creation of a college standards and accreditation council, with broad representation, to guide the setting and assurance of system-wide standards;
- the development of a more pro-active approach to issues of education equity, race relations, employment equity, and community outreach activities by colleges;
- the creation of an ad hoc task force to advise the Minister on policy guidelines on fee-for-service training by colleges;
- the establishment of a system to evaluate and give credit, on a consistent and equitable basis, for the prior learning and experience of learners;
- the creation of a provincial body to promote co-ordination between the school system and the college system to ease students' transition from school to college;
- the establishment of an institute "without walls" to provide opportunities for students wishing to pursue advanced training beyond a college diploma and to facilitate transfer arrangements between colleges and universities;
- that attention be given to system-wide strategic planning, including the sharing of specialized resources, so that colleges can operate more as a system;
- a greater stability and co-ordination of government funding for the colleges; and
- a renewed emphasis on developing the expertise of those who work in the college system, in order to help them make the necessary changes occur in the classroom and the workplace.

In the coming year, the council will undertake consultation and research related to the recommendations of Vision 2000 in order to provide the Minister with advice on ways to implement key recommendations in the report. At this time, the council expects that its resources will be directed mainly at further work on the College Standards and Accreditation Council concept proposed in Vision 2000 and at furthering discussions on links between the colleges and schools, and colleges and universities.

The most important factor in realizing a new vision for the college system, however, will be the degree of commitment to the renewal of the college system on the part of the Ontario government, the colleges themselves (including local boards of governors, college administrators, faculty, and support staff), and the other major stakeholders of the system. It is the council's view that there is considerable support among stakeholders for the directions contained in the final report and confidence in the ability of colleges to meet the challenges associated with realizing these directions. Crucial to meeting these challenges will be a continuation of the collaboration that characterized the Vision 2000 process.

**VIII. OPERATING EXPENDITURES
ONTARIO COUNCIL OF REGENTS
SEPTEMBER 1, 1989 - AUGUST 31, 1990**

SALARIES			\$258 853
BENEFITS			\$ 27 118
TRANSPORTATION & COMMUNICATIONS			
	Communications	\$ 14 858	
	Travel - Civil Servants	\$ 7 878	
	Travel - Others	<u>\$ 53 688</u>	
			\$ 76 424
SERVICES			
	Meeting Expenses	\$ 95 270	
	Per Diems - Members	\$ 27 989	
	Management Consultants	\$ 47 987	
	Research Consultants	\$ 7 782	
	Legal Services	\$285 817	
	Secondes	\$ 96 506	
	Communications	\$ 3 611	
	Miscellaneous	<u>\$ 10 785</u>	
			\$575 747
SUPPLIES & SERVICES			<u>\$ 43 027</u>
	TOTAL EXPENDITURES		\$981 169

IX. CONCLUSION

It has been a busy and rewarding year for the Council of Regents. The coming year promises to be equally challenging, as processes for implementing the Vision 2000 recommendations are developed by the appropriate parties under the leadership of the Minister. The council looks forward to building on the consensus developed through Vision 2000 and to being an active participant in the collaborative processes necessary for realizing a renewed mandate for Ontario's colleges.

The council will also be paying increasing attention to the issue of governance. The challenge will be to find ways to assure that the council and the college boards more fully represent the diversity of the communities that make up Ontario and become even more active advocates for the public interest in this province's unequalled system of community colleges.

Le Conseil ontarien des affaires collégiales a connu une année chargée mais satisfaisante. L'année prochaine promet de poser autant de défis : les parties intéressées commenceront à élaborer des mesures pour mettre en oeuvre les recommandations de la Vision 2000 sous la direction du Ministre. Le Conseil se réjouit de s'appuyer sur le consensus qu'a permis de développer la Vision 2000 et de collaborer activement aux démarches nécessaires pour renouveler le mandat des collèges ontariens.

Le Conseil prêtera aussi davantage attention à la gestion. Le défi : trouver des moyens pour que le Conseil et les conseils d'administration des collèges représentent mieux la diversité des collectivités de l'Ontario et défendent plus activement les intérêts du public dans cette province où le réseau collégial est sans pareil.

IX. CONCLUSION

VIII. DÉPENSES DE FONCTIONNEMENT
 CONSEIL ONTARIEN DES AFFAIRES COLLECTIVES
 1^{er} SEPTEMBRE 1989 - 31 AOÛT 1990

SALAIRES	258 853 \$
AVANTAGES SOCIAUX	27 118 \$
TRANSPORT ET COMMUNICATIONS	14 858 \$
Communications	7 878 \$
Déplacements - Fonctionnaires	53 688 \$
Déplacements - Autres	
SERVICES	95 270 \$
Rencontres	27 989 \$
Indemnités quotidiennes - Membres	47 987 \$
Conseillers de gestion	7 782 \$
Conseillers à la recherche	285 817 \$
Services juridiques	96 506 \$
Personnes détachées	3 611 \$
Communications	10 785 \$
Divers	
Fournitures et services	575 747 \$
	43 027 \$
DÉPENSES TOTALES	981 169 \$

collégial pour faciliter le passage des étudiants du
secondaire au collége;

- la création d'un établissement « sans mur » capable de recevoir les étudiants qui désirent poursuivre leur formation au-delà du diplôme collégial et pour faciliter les transferts entre collèges et universités;

- une planification stratégique à l'échelle du réseau pour que les collèges puissent fonctionner comme un réseau et notamment partager leurs ressources spécialisées;

- une plus grande régularité et une meilleure coordination du financement public des collèges; et que l'accent soit mis sur le perfectionnement des personnes travaillant dans le réseau collégial pour qu'elles puissent mettre en oeuvre dans les salles de classe et en milieu de travail les changements qui s'imposent.

Au cours des mois à venir, le Conseil procédera à des consultations et des recherches à propos des recommandations faites dans le rapport Vision 2000 pour pouvoir donner au Ministère des conseils sur la façon de mettre en oeuvre les principales. À ce moment-là, le Conseil s'attend à ce que ses ressources servent surtout à procéder à des travaux supplémentaires sur le concept proposé dans Vision 2000, soit la création d'un conseil de normalisation des programmes et titres colléiaux, et à poursuivre les discussions sur les liens devant s'établir entre les collèges et les écoles et les collèges et les universités.

Toutefois, le facteur le plus important pour que la nouvelle vision du système se réalise est l'engagement au renouveau du réseau collégial de la part du gouvernement ontarien, des collèges eux-mêmes, c'est-à-dire de leurs conseils d'administration, leurs administrateurs, le corps professoral et le personnel, ainsi que de la part des autres intéressés. D'après le Conseil, les orientations contenues dans le rapport final reçoivent l'appui des intéressés qui font confiance aux collèges pour relever les défis. Pour ce faire, l'esprit de collaboration qui a caractérisé le processus de Vision 2000 doit se perpétuer.

- relever les défis de l'avenir. Parmi les principaux changements recommandés dans le rapport, nous mentionnerons les suivants :
- modifier l'orientation des programmes d'études des collèges en donnant plus de poids à la formation générale et aux aptitudes générales, ce qui aidera les étudiants à se perfectionner et augmentera leurs chances d'emploi à long terme;
 - normaliser les résultats à l'échelle du réseau et revoir régulièrement les programmes pour confirmer la valeur et l'uniformité des programmes sanctionnés par un titre collégial;
 - améliorer l'accès et multiplier les chances de réussite de toute une gamme d'apprenants, en particulier ceux qui ont été les moins bien servis dans le passé; et
 - améliorer les relations entre les écoles, collèges et universités pour faciliter le passage de l'un à l'autre et augmenter les possibilités d'accès à la formation supérieure.
- Pour atteindre ces objectifs, le rapport recommande :
- la refonte des programmes d'études menant à un titre collégial, non seulement pour en augmenter le contenu de formation générale et d'aptitudes de base, mais aussi pour que la prestation des cours soit plus appropriée et plus souple;
 - la création d'un Conseil de normalisation des programmes et des titres, représentatif des groupes intéressés, qui présidera à l'élaboration de normes à l'échelle du réseau et s'assurera que celles-ci sont suivies;
 - l'élaboration d'une méthode plus positive en ce qui concerne les questions relatives à l'équité en matière d'enseignement, aux relations interraciales, à l'équité en matière d'emploi et aux activités communautaires des collèges;
 - la création d'un groupe de travail spécial chargé de conseiller le ministre sur la formation payée à l'unité que dispensent les collèges;
 - l'établissement d'un système permettant d'évaluer et de reconnaître de façon uniforme et équitable les connaissances et l'expérience antérieures des apprenants;
 - la création d'un organisme provincial visant à promouvoir la coordination entre le système scolaire et le système

En octobre 1988, l'honorable Lyn McLeod, qui était alors ministre des Collèges et Universités, a lancé une étude approfondie du système collégial de l'Ontario. Le Conseil ontarien des affaires collégiales avait été alors chargé de surveiller le projet et de «forger une vision du réseau collégial pour l'an 2000».

Le Conseil ontarien des affaires collégiales avait à l'époque mis sur pied un comité directeur se composant d'éducateurs, d'étudiants, d'employeurs, de délégués syndicaux, de représentants du gouvernement et de membres du Conseil. Il incombat à ces 33 personnes d'orienter le processus et de préparer un rapport définitif à l'intention du Conseil. Cinq équipes d'étude avaient été créées pour s'occuper des travaux de recherche et des consultations avec le public. On avait demandé à chaque groupe de se concentrer sur un aspect différent du système collégial et sur différents groupes d'intérêts. De plus, une sixième équipe regroupait les délégués francophones des équipes de travail ainsi que des représentants du ministère des Collèges et Universités et du Conseil de l'éducation. Franco-ontarienne.

Le processus de recherche et de consultation comprenait des enquêtes, des groupes de réflexion, des rencontres et des entrevues. On avait également commandé des documents de recherche. La démarche a donné lieu à des centaines de mémoires en provenance de groupes et de particuliers intéressés. Dès février 1990, chaque équipe de travail, y compris sixième, avaient remis un rapport comprenant des recommandations au comité directeur de Vision 2000.

Le rapport définitif

Après avoir discuté longuement des analyses et des recommandations des équipes de travail, le comité de direction préparera son rapport. Le Conseil transmet le rapport, qui s'intitule Vision 2000 : Qualité et possibilités, au ministère des Collèges et Universités en mai 1990. En juin, le ministre Sean Conway publiait le rapport pour qu'il soit distribué au public. Entre la publication du rapport et la fin de 1990, le Conseil a participé à des séances d'information avec divers collèges et groupes d'intérêts pour donner l'occasion à tous de comprendre l'envergure générale du rapport et les idées précises qui sous-tendent les 40 recommandations. Le rapport indique que les collèges sont à un carrefour de leur histoire et qu'un changement radical s'impose si le réseau veut être en mesure de

• L'INDEMNISATION DES PRÉSIDENTS

Le comité spécial du Conseil qui avait été établi en 1988 a terminé son rapport sur l'indemnisation des présidents. Les travaux du comité portaient sur la réévaluation du poste de président en fonction du système de classification des postes de l'organisme Hay Associates, les indemnisations actuellement appliquées, les indemnisations d'autres présidents-directeurs généraux du secteur public, le recrutement des présidents et les méthodes de sélection.

• L'ÉQUITÉ SALARIALE

Le Conseil a réussi à conclure une entente avec l'unité de négociation des enseignants et enseignantes à propos d'un régime d'équité salariale conforme à la Loi sur l'équité salariale. Des négociations visant à mettre au point un régime semblable pour le personnel de soutien se sont poursuivies pendant toute l'année 1989-1990. Le Conseil a également élaboré un modèle d'équité salariale pour le personnel administratif.

VI. NEGOCIATION COLLECTIVE/ GESTION DES RESSOURCES HUMAINES

Le Conseil continue d'agir au nom des collèges dans certains domaines, dont la négociation collective, les pensions de retraite, les avantages sociaux du personnel et les conditions d'emploi du personnel administratif. Il assume aussi, conformément à la loi, d'autres responsabilités ayant trait aux ressources humaines. L'année dernière, les activités du Conseil dans ces domaines se sont surtout concentrées sur :

LA NEGOCIATION COLLECTIVE

Conformément à la loi sur la négociation collective dans les collèges d'arts appliqués et de technologie, le Conseil a rempli ses responsabilités en négociant de nouvelles conventions collectives pour les unités de négociation des enseignants et enseignantes et du personnel de soutien. En ce qui concerne le personnel de soutien, les négociations ont été un succès puisqu'il n'y a pas eu d'arrêt de travail. Malheureusement, une impasse dans les négociations avec l'unité des enseignants et enseignantes a provoqué un arrêt de travail de 20 jours. On est sorti de l'impasse en tombant d'accord pour que toutes les questions en suspens soient renvoyées à la médiation ou à l'arbitrage. Les horaires des collèges ont été modifiés de façon que l'éducation des étudiants et étudiantes ne soit pas compromise.

LES PENSIONS

Le Comité consultatif sur les pensions, un sous-comité du Conseil qui comprend des délégués patronaux et syndicaux, s'est rencontré pendant toute l'année 1989-1990 pour étudier des recommandations et en formuler d'autres sur la retraite anticipée et la protection contre l'inflation. De plus, le régime de retraite a été modifié pour que les avantages sociaux soient augmentés de 4 %.

- Il devrait y avoir au moins deux candidatures de plus que le nombre de sièges vacants.
- Chaque conseil doit avoir au minimum un délégué ou une déléguée syndical(e) externe. Les nominations devaient être faites en consultation avec les conseils syndicaux locaux et la Fédération du travail de l'Ontario.
- Les mandats ne seront pas prolongés au-delà de six ans.
- Chaque conseil devrait discuter avec les membres de l'équipe de liaison du Conseil ontarien des affaires collégiales du processus qu'il a appliqué pour choisir les candidatures.

V. QUESTIONS AYANT TRAIT À LA GESTION

NOMINATION DES MEMBRES DES CONSEILS D'ADMINISTRATION

Au cours de l'automne 1989, le comité des nominations et les commentateurs des conseils d'équipes de liaison, lesquels avaient rencontré les nominations et des reconductions. Le comité recommanda par la suite au conseil la nomination de 79 administrateurs et la reconduction de 46 autres.

DURÉE DU MANDAT

Le comité de gestion a méticuleusement étudié les changements apportés au règlement 640, lesquels portent sur le début du mandat des administrateurs et la date d'expiration de celui-ci. Le comité, avec l'approbation du conseil et conformément aux changements apportés au règlement, a décidé que le mandat de tous les administrateurs continuerait de commencer le 1^{er} janvier; toutefois, il viendrait à expiration le 31 août pour que le mandat des administrateurs soit conforme au règlement d'ici à 1992.

LIGNES DIRECTRICES DU COMITÉ EN CE QUI CONCERNE LA NOMINATION DES CONSEILS D'ADMINISTRATION

Le Comité des nominations a remis à chaque conseil d'administration une description de quelques mesures à suivre lorsqu'il propose des candidats et des candidates pour siéger aux conseils d'administration. La description comprenait les lignes directrices suivantes :

- Toutes les candidatures devraient se conformer à l'esprit du protocole établi en 1988 pour la nomination des membres externes des conseils. Une liste des organismes, des établissements et des groupes communautaires consultés à propos des candidatures possibles devraient être en particulier incluse dans les soumissions remises au conseil.
- Les conseils devraient s'assurer que les candidatures comprennent toutes les reconductions nécessaires ainsi que les nouvelles nominations; les soumissions partielles ne seront normalement pas étudiées.

- En 1989-1990, les équipes de liaison ont discuté des questions suivantes avec les conseils d'administration :
- nomination/renouvellement de la nomination des conseils d'administration
- le processus Vision 2000
- des questions particulières concernant les conseils au niveau local, régional et provincial.

<u>Niagara</u>	Harry Picken, chef Charles Pascal	<u>St. Clair</u>	Robert Siskind, chef Terry Pitre	<u>Sault</u>	Pat Salituri, chef Terry Pitre	<u>Sheridan</u>	John Rankin, chef Charles Pascal
<u>Northern</u>	Louise Gauthier, chef Charles Pascal	<u>St. Lawrence</u>	Jacqueline Fraser, chef Terry Pitre	<u>Seneca</u>	Charles Pascal, chef Valerie McGregor	<u>Sir Sandford Fleming</u>	Penny Moss, chef Terry Pitre

IV. ÉQUIPES DE LIAISON

Au cours de l'année 1989-1990, le Conseil ontarien des affaires collégiales a continué d'avoir des équipes de liaison collégiales de façon que les membres du Conseil puissent se faire les avocats bien informés d'au moins un collège de leur région. Le Conseil est heureux d'annoncer que son idée a bien marché. Elle a donné l'occasion aux collèges et à lui-même de discuter de certaines questions et problèmes communs.

Les membres des équipes de liaison 1989-1990 étaient :

<u>Algonquin</u>	<u>Cambrian</u>
Tony Manera, chef	Louise Gauthier, chef
Terry Pitre	Terry Pitre
<u>Canadore</u>	<u>Centennial</u>
Charles Pascal, chef	Charles Pascal, chef
Terry Pitre	Diane Schwartz
<u>Conestoga</u>	<u>Confederation</u>
Charles Pascal, chef	Jim Griffiths, chef
Terry Pitre	Charles Pascal
<u>Durham</u>	<u>Fanshawe</u>
Charles Pascal, chef	Bev Marshman, chef
Terry Pitre	Terry Pitre
<u>George Brown</u>	<u>Georgian</u>
Charles Pascal, chef	Jim Turk, chef
Winnie Ng	Terry Pitre
<u>Humber</u>	<u>Lambton</u>
Trevor Wilson, chef	Charles Pascal, chef
Terry Pitre	Terry Pitre
<u>Loyaliste</u>	<u>Mohawk</u>
Charles Pascal, chef	Harry Picken, chef
Terry Pitre	Charles Pascal

Le Conseil assume aussi d'autres responsabilités que lui confie le ministère des Collèges et Universités.

À l'heure actuelle, le Conseil est toujours chargé des négociations collectives avec le personnel de soutien et les enseignants et enseignantes qui sont membres du SEEFPO. Il lui incombe aussi de faire des recommandations au ministre à propos des salaires du personnel administratif. Ces responsabilités risquent de ne plus être les mêmes une fois que le gouvernement aura fait connaître sa décision à propos du rapport de la Commission Gandz.

Le Conseil a le pouvoir de nommer des administrateurs aux conseils d'administration locaux. À ce titre, il lui revient d'apporter son appui au ministère des Collèges et Universités et à l'Association des collèges d'arts appliqués et de technologie quant à l'orientation et à l'évolution de chaque conseil d'administration.

Autres activités prévues par la Loi

Au fil de ses travaux, le Conseil collaborera régulièrement avec le ministre pour mettre à jour les priorités annuelles en matière de politiques.

• en évaluant à nouveau les recommandations du Conseil en matière de politiques, ainsi que l'application de celles-ci, comme l'exige la conjoncture économique et sociale en mutation.

PHILOSOPHIE
SUR LAQUELLE
LE CONSEIL
S'APPUIE DANS
SES TRAVAUX

- pressentir l'avenir et savoir discerner ce qu'un réseau collégial prévoyant, dynamique et souple peut offrir sur le plan social, culturel, économique et pédagogique;
- jouer un rôle catalyseur pour que surviennent des innovations et des changements construits dans le réseau collégial;
- reconnaître que les collèges jouent un rôle dans la politique gouvernementale; et reconnaître que, si un leadership coopératif et engagé est nécessaire pour atteindre les objectifs du réseau collégial, il faut toutefois respecter et encourager aussi les initiatives, la créativité et les innovations de chaque collège.
- convaincu du besoin d'une planification dynamique et à long terme, d'une révision et d'un renouvellement permanent du mandat des collèges de l'Ontario, le Conseil structurera ses travaux :
- en adoptant une approche se fondant sur la consultation et l'accessibilité, une politique de collaboration avec les conseils d'administration, les présidents des collèges et l'Association des collèges d'arts appliqués et de technologie de l'Ontario, pour avoir une vue d'ensemble des opinions d'autres personnes que celles travaillant ou étudiant dans les collèges;
- en mettant sur pied une entente stratégique globale des grandes questions économiques, sociales, culturelles et pédagogiques auxquelles l'Ontario fait face, et des problèmes que celles-ci posent aux collèges, mais aussi des chances qu'elles offrent;
- en créant et en maintenant des liens solides avec le réseau scolaire et universitaire de l'Ontario;
- en évaluant les problèmes existant en Ontario dans le secteur de l'éducation à la lumière des expériences faites par d'autres juridictions du Canada et d'ailleurs; et

III. ÉNONCÉ DU MANDAT

Au cours de l'automne 1987, le Conseil ontarien des affaires collégiales a élaboré l'énoncé de son mandat, auquel participent tous les principaux intervenants du réseau, à savoir les présidents des conseils d'administration, les présidents, les groupes d'étudiants et le Syndicat des employés et employées de la Fonction publique de l'Ontario (SEFPO).

MANDAT

Conseiller le ministre en matière de politiques

Le rôle principal du Conseil ontarien des affaires collégiales est de donner au ministre des Collèges et Universités des conseils avisés à propos de la politique de son ministère, conseils qui serviront à promouvoir et à encourager la vitalité et l'efficacité du réseau des collèges d'art appliqués et de technologie de l'Ontario.

Grâce à une politique dynamique, avisée et bien documentée, le Conseil oriente ses travaux en s'appuyant sur les convictions et les principes suivants :

- prendre des engagements à l'égard des étudiants et étudiantes;
- prendre des engagements vis-à-vis du personnel du réseau collégial;
- se préoccuper des besoins de ceux et celles qui emploient des diplômés des collèges;
- rendre compte de ses activités à la population de l'Ontario;

CONVCTIONS ET PRINCIPES DU CONSEIL

en communications et en leadership en travaillant comme conseiller politique à l'Assemblée législative de l'Ontario et pour le mouvement syndicaliste de l'Ontario par l'intermédiaire de la Fédération du travail de l'Ontario.

Michelle Nugent, coordonnatrice des services administratifs et informatiques, s'est révélée une personne-ressource précieuse au secrétariat de la recherche. Il lui incombe, entre autres, de planifier les rencontres et les conférences, de s'occuper de l'impression et de la production du matériel, d'appuyer le réseau et d'accomplir d'autres tâches administratives. Les antécédents professionnels de **Mme Nugent** sont variés : au conseil scolaire de Calgary, où elle était adjointe d'enseignement; à la fonction publique fédérale, comme agente d'emploi; et dans le secteur privé où elle a acquis de l'expérience en administration et sur les questions de personnel. Elle a fait ses études à l'Université de Calgary, à l'Université Concordia et à l'Institut polytechnique Ryerson.

Brian Wolfe, directeur de l'analyse des politiques et agent administratif de l'équipe de travail 1 pour Vision 2000, a une maîtrise en économie et un doctorat en planification de l'éducation. Avant de se joindre au secrétariat des politiques et de la recherche du Conseil, M. Wolfe a travaillé pendant sept ans à la Direction des affaires collégiales du ministère des Collèges et Universités où il participa à plusieurs études sur la situation financière et les besoins du réseau collégial, ainsi qu'à des négociations collectives entre enseignants des collèges et le Conseil comme personne-ressource. Auparavant, il s'était occupé de plusieurs projets de recherche sur l'éducation, la formation professionnelle et le réaménagement du marché du travail en Ontario au ministère du Travail et en tant que conseiller privé. Il a aussi été professeur d'économie à plein temps à l'Institut polytechnique Ryerson pendant deux ans. Il enseigne à l'heure actuelle dans le cadre de programmes d'éducation permanente à l'Université de Toronto et à l'Université de Guelph.

Trevor Wilson a une maîtrise en économie politique et un certificat en relations industrielles de l'Université de Toronto. M. Wilson est extrêmement actif dans le secteur des affaires communautaires. Il a participé, entre autres, au Comité des relations communautaires et interraciales de la municipalité de Toronto et au Black Youth Leadership Development Group. M. Wilson est président de Priority Management Consulting Group.

PERSONNEL DU CONSEIL

Dana Boettger, la secrétaire du président et la secrétaire du Comité aux affaires francophones, a surtout acquis son expérience en administration, en communications et en éducation dans le mouvement syndical. Elle a travaillé à la Fédération du travail de l'Ontario, au Syndicat des métallurgistes unis d'Amérique et au Syndicat national des travailleurs et travailleuses de l'automobile du Canada. Avant de travailler dans le secteur des communications et de l'éducation syndicale, M^{me} Boettger s'occupait de procédures translatives de propriétés dans des cabinets d'avocats.

Terry Pitre, secrétaire de direction du Conseil et secrétaire du Comité de gestion, a un diplôme en gestion des affaires qu'elle a obtenu au collège Seneca. Elle a surtout acquis son expérience en administration publique et en communications au gouvernement de l'Ontario.

SECRÉTARIAT DES POLITIQUES ET DE LA RECHERCHE

Le Secrétariat des politiques et de la recherche compte trois employés à plein temps, quelques personnes détachées des collèges et des contractuels.

Riel Miller est directeur de la politique et de la recherche et agent administratif du Comité de direction et de l'équipe de travail 2 de Vision 2000. L'expérience internationale que M. Miller a acquise à Paris au début des années quatre-vingts à l'Organisation de coopération et de développement économique (OCDE) et son doctorat en économie (New School for Social Research, New York) sont précieux au Conseil du point de vue des ressources analytiques et politiques comparatives. À son retour en Ontario en 1984, M. Miller affûta ses compétences

DIANE SCHWARTZ

D'AVRIL 1987 à décembre 1992

Diane Schwartz est vice-présidente et directrice générale (États-Unis) de la Compagnie d'assurance-vie Manufacturers. Bachelière en commerce de l'Université de Toronto, elle s'est occupée au cours de sa carrière de planification d'entreprises, d'affaires publiques, de commercialisation et de gestion générale au Canada et aux États-Unis. Elle a été membre du conseil d'administration de l'Institut polytechnique Ryerson, vice-présidente d'une campagne de collecte de fonds pour l'hôpital Memorial de Bowmanville et membre du conseil des Jeux olympiques spéciaux de l'Ontario. Mme Schwartz habite à Toronto.

ROBERT SISKIND

De janvier 1988 à décembre 1993

Robert Siskind, qui habite à London (Ontario), a pratiqué le droit (litige, droit municipal et aménagement du territoire) pendant quinze ans. Il travaille à l'heure actuelle pour Decade Development, société qui construit et restaure des propriétés ontariennes et américaines. Bénévole infatigable, il a siégé au conseil d'administration de Centraide, de la Fondation canadienne des maladies du coeur, du conseil des arts du Canada et du London Jewish Community Council. Il a été président du conseil d'administration de l'Université Western Ontario, et a siégé au conseil d'administration du Robarts Research Institute. Il a aussi été membre de divers organismes communautaires et de bienfaisance.

JAMES L. TURK

De janvier 1989 à décembre 1991

Jim Turk est directeur de l'éducation à la Fédération du travail de l'Ontario. Dans le cadre de ses activités communautaires, on le retrouve au conseil consultatif sur les programmes d'enseignement et au comité consultatif provincial sur les politiques et les méthodes d'évaluation du ministère de l'Éducation de l'Ontario; au comité consultatif sur l'élaboration des programmes d'études du collège canadien des travailleurs; au comité consultatif sur l'éducation nationale du Congrès du travail du Canada; au comité consultatif du centre d'éducation ouvrière du Conseil du travail du Grand Toronto et de la région de York; il a aussi été directeur du programme d'études syndicales au collège University de l'Université de Toronto. Il a obtenu son baccalauréat à Harvard, a été boursier Knox à l'Université de Cambridge, a passé sa maîtrise à Berkeley (University of California) et son doctorat à l'Université de Toronto. M. Turk habite à Newmarket.

HARRY PICKEN

De juillet 1987 à décembre 1991

Harry Picken a fait une belle carrière en tant qu'ingénieur en aéronautique. Avant de prendre sa retraite en 1981, il fut pendant 30 ans président et ingénieur en chef de Genaire Ltée. En 1981, on lui décernait la médaille de l'Ordre des ingénieurs de l'Ontario pour services rendus à la communauté. À l'heure actuelle, il est président et directeur général de Frontier Records et Frontier Music. M. Picken, pianiste et organisateur professionnel, a enregistré deux disques. Il a été membre du conseil consultatif de technologie et du comité d'administration du Collège Niagara d'arts appliqués et de technologie. Ancien président et membre du conseil d'aménagement de la ville de Niagara, M. Picken a été nommé, en 1968, citoyen de l'année de la ville et de la municipalité de Niagara. M. Picken habite à Ridgeway.

JOHN RANKIN, Président

De janvier 1988 à décembre 1993

Sous-comité aux affaires du personnel depuis janvier 1990

John Rankin, bachelier en sciences en chimie et détenteur d'une maîtrise de l'Université McMaster, est à l'heure actuelle vice-président et directeur général (Canada, Antilles et Amérique latine) de la compagnie Mitel. Auparavant, il était vice-président, Ressources humaines, des sociétés Federal Industries et Northern Telecom. M. Rankin assume la présidence du Centre canadien de technologie créative (commanditaire du programme «Shad Valley» pour les adolescents doués). Il a également siégé au conseil d'administration de la Personnel Association of Toronto, de l'hôpital général de Mississauga et de la Fondation sciences-jeunesse. Il a enseigné à plein temps au Collège Sault d'arts appliqués et de technologie et à mi-temps à l'Université de Toronto. M. Rankin est marié et père de deux adolescents.

PATRICK SALITURI

De juillet 1987 à décembre 1991

Patrick Salituri a un diplôme technique en génie électronique du Western Ontario Institute of Technology, aujourd'hui appelé Collège St. Clair d'arts appliqués et de technologie. Il a occupé plusieurs postes de cadres à Algoma Steel à Sault Ste. Marie où il est à l'heure actuelle superviseur de la construction. Parmi ses autres activités, citons sa participation à la société de développement économique de Sault Ste. Marie et au conseil d'administration du centre catholique. Il a été président du Club Algoma Steel ainsi que président et membre du conseil d'administration du Collège Sault. M. Salituri habite à Sault Ste. Marie.

PENNY MOSS De janvier 1986 à décembre 1991

Penny Moss a fait des études scientifiques à l'Université de Nottingham en Angleterre où elle a obtenu un baccalauréat en sciences avant de donner des conférences sur la biologie appliquée dans un collège technique. Elle est présidente de l'association des conseils des écoles publiques de l'Ontario. Son engagement bien connu au niveau communautaire l'a conduite à remplir les fonctions de conseillère scolaire et de présidente du Conseil scolaire de Toronto. Elle a aussi été membre du conseil de santé de Toronto, de la Fondation Learnx, de l'Association des grands conseils scolaires de l'Ontario et d'un certain nombre de comités consultatifs provinciaux s'occupant d'éducation. Elle habite à Toronto.

WINNIE WUN-WUN NG De mai 1990 à décembre 1992

Winnie Ng a obtenu son baccalauréat à l'Université McGill, un certificat d'enseignement d'anglais langue seconde à l'Université de Toronto et un certificat en arts médiatiques et télévisés à l'Institut polytechnique Ryerson. Mme Ng est coordonnatrice de l'anglais en milieu de travail auprès du conseil du travail de la communauté urbaine de Toronto et de la région de York. Parmi ses activités communautaires, citons sa participation au comité de la femme du Chinese Canadian National Council, au comité de liaison de l'industrie vestimentaire de Toronto, de la municipalité de Toronto, à la Coalition of Visible Minority Women de l'Ontario, au conseil consultatif du centre-ville sur la santé publique, à la clinique juridique de l'hygiène et de la sécurité au travail et au centre d'échanges interculturels.

CHARLES R. PASCAL, Président De septembre 1987 à janvier 1991

Avant d'entrer au Conseil, Charles Pascal a été, pendant six ans, président du collège Sir Sandford Fleming d'arts appliqués et de technologie à Peterborough et Lindsay. Auparavant, M. Pascal avait enseigné à l'Université McGill et à l'Institut d'études pédagogiques de l'Ontario. Il a fait des études de psychologie à l'Université du Michigan où il a obtenu un baccalauréat, une maîtrise et un doctorat. Il a siégé au conseil d'administration de l'Université Trent et de l'Université de Toronto et à nombre d'organismes communautaires à Montréal, Peterborough et Toronto. (M. Pascal a démissionné du Conseil et occupe, depuis le 1^{er} février 1991, le poste de ministre adjoint, Conseil du Premier ministre sur la santé, le bien-être et la justice sociale).

logements de Thunder Bay, à la Ontario Association of Housing Authorities et à l'Association ontarienne des sociétés d'aide à l'enfance. Il est membre du comité consultatif du W.J. Griffiths Developmental Centre.

ANTHONY (TONY) S. MANERA De janvier 1989 à décembre 1991

Tony Manera est vice-président principal de la Société Radio-Canada. Il détient une maîtrise en sciences (génie électrique) de la University of Southern California et il est membre de l'ordre des ingénieurs de l'Ontario. Il a été président du collège communautaire de Vancouver et du collège Niagara d'arts appliqués et de technologie. Au cours de sa carrière, il a travaillé comme ingénieur, mais aussi dans le domaine de l'éducation au Canada et aux États-Unis. Il a été membre ou président de divers comités provinciaux de l'Ontario et de la Colombie-Britannique s'occupant de négociation collective, du rôle et de la structure des associations des conseils d'administration et des politiques de financement des collèges communautaires. M. Manera habite à Nepean.

BEV MARSHMAN, présidente De janvier 1988 à décembre 1993

Sous-comité de la gestion

Bev Marshman a obtenu son doctorat de mathématiques à l'Université de Waterloo, où elle est, à l'heure actuelle, professeure adjointe dans le département de mathématiques appliquées. M^{me} Marshman s'intéresse particulièrement aux nouvelles méthodes d'enseignement et d'apprentissage. Elle siège au conseil consultatif des ressources humaines de l'université et occupe le poste de présidente adjointe du comité des affaires des étudiants du premier cycle. À ce titre, elle participe activement à la planification et à la révision des programmes d'études et conseille les étudiants du premier cycle. Elle habite à Kitchener.

VALERIE MCGREGOR De janvier 1989 à décembre 1991

Valerie McGregor est membre de la nation Pottawatamie-Odawa. Elle poursuit à l'heure actuelle des études de troisième cycle et travaille à temps partiel comme directrice de la Aboriginal Postsecondary Counseling Unit. Elle a son actif plusieurs années d'expérience dans le domaine de l'éducation et participe activement à divers organismes communautaires autochtones de Toronto.

Jim Griffiths, qui a toujours habité à Thunder Bay, se consacre à l'éducation à tous les niveaux depuis de nombreuses années. Il a été administrateur et secrétaire-trésorier du conseil scolaire de Port Arthur pendant 25 ans, et agent de supervision en administration des affaires au conseil scolaire de Lakehead pendant cinq ans. Au niveau communautaire, il a été, entre autres, conseiller scolaire, a participé à la commission de

W. JAMES GRIFFIS De janvier 1986 à décembre 1991

Louise Gauthier est avocate au cabinet Racicot, Bonney, Aube et Gauthier. Ses nombreuses activités au service de la collectivité l'ont amenée à être membre et vice-présidente du conseil d'administration du collège Northern et directrice de l'Association de district pour l'intégration communautaire de Kapuskasing. Elle oeuvre aussi au sein de l'organisme Central de l'Ontario, est inscrite au Barreau du Canada et à l'Association des juristes de Cochrane. Mme Gauthier habite à Timmins.

LOUISE GAUTHIER, Vice-présidente De février 1987 à décembre 1992

Jacqueline Fraser, qui a obtenu son baccalauréat et sa maîtrise en éducation à l'Université d'Ottawa, détient aussi un diplôme de spécialiste en éducation physique. Elle a enseigné aux niveaux élémentaire, secondaire et universitaire. Elle participe à de nombreuses activités communautaires et sportives. D'ailleurs, depuis 28 ans elle entraîne des équipes pour les compétitions interscolaires. Elle a été membre et présidente du conseil d'administration du collège Saint-Laurent d'arts appliqués et de technologie et présidente de l'association de l'athlétisme scolaire de sa région. Mme Fraser habite à Alexandria.

JACQUELINE FRASER, Présidente Sous-comité des affaires francophones De mai 1987 à décembre 1992

a donné à temps partiel des cours de formation en gestion au collège Mohawk d'arts appliqués et de technologie de Hamilton. M. Dawson a activement participé aux affaires municipales, à la Commission ontarienne de la main-d'oeuvre, au Conseil canadien pour le commerce international, à la Chambre de commerce du Canada et à nombre d'autres organismes communautaires, y compris le conseil d'administration du collège Mohawk, dont il a assumé la présidence. M. Dawson habite à Stoney Creek.

II. LES MEMBRES DU CONSEIL

Le rôle du Conseil ontarien des affaires collégiales en matière de planification à moyen terme et à long terme exige un élargissement de sa composition et une augmentation du nombre de ses membres afin de refléter la diversité des ressources professionnelles et des caractéristiques démographiques de la province. Le Conseil exprime sa reconnaissance au premier ministre d'avoir récemment procédé à des nominations, preuve qu'il comprend bien le nouveau rôle du Conseil.

Les membres du Conseil sont nommés par décret et représentent équitablenent les régions, les hommes et les femmes, les langues, les activités professionnelles et les diverses cultures de la province. Un secrétariat permanent et du personnel chargé de la recherche, seconde par des personnes détachées du réseau collégial, aident le Conseil dans ses travaux.

Laura Barr, Présidente
De janvier 1983 à décembre 1989
Sous-comité aux affaires du personnel jusqu'en décembre 1989

Laura est née au Japon et a fait ses études en Ontario. Au cours de sa carrière, elle a occupé un éventail de postes dans le domaine de l'administration et des soins infirmiers et a été, notamment, directrice de l'Association des infirmières et infirmiers de l'Ontario, et directrice générale adjointe des services aux patients au Centre médical Sunnybrook de Toronto. Elle a siégé à nombre de conseils et comités s'occupant de la santé et de l'éducation. L'Association des infirmières et infirmiers de l'Ontario l'a honorée en créant la série de conférences Laura Barr et en la nommant membre honoraire à vie, à l'instar de la Société canadienne des directeurs d'association. Mme Barr a terminé sa septième année en tant que membre du Conseil; auquel elle a aussi siégé comme vice-présidente pendant deux ans.

PETER DAWSON
De janvier 1988 à décembre 1990
(A démissionné en septembre 1990)

Peter Dawson, conseiller général du Dawson Group Inc., a fait carrière pendant 32 ans dans le domaine de la gestion des affaires et s'est notamment occupé des relations avec le personnel pour le compte d'une multinationale de produits de consommation, Procter & Gamble Inc. De plus, pendant dix ans, il

accomplir ses travaux. Nous exprimons, entre autres, notre reconnaissance à Phil Killen, président du Conseil des présidents, pour avoir fait preuve d'un grand esprit de collaboration lors des rencontres du Conseil des affaires collégiales; à Roy Olsen, président du Conseil des administrateurs du ministère des Collèges et Universités, à Tom Brzustowski, sous-ministre des Collèges et Universités, à Ralph Benson, sous-ministre adjoint et à David Lyon, coordonnateur général, qui ont apporté au processus de Vision 2000 et à d'autres activités du Conseil leur appui moral et leurs ressources.

I. RAPPORT DU PRÉSIDENT

L'année dernière, le rapport annuel du Conseil ontarien des affaires collégiales s'intitulait : « Aller de l'avant... ». En fait, le Conseil continue d'aller de l'avant. Bien que le gouvernement de l'Ontario ait fait connaître son intention de créer une association d'employeurs pour assumer la responsabilité de la gestion des négociations, il incombe toujours légalement au Conseil de s'en occuper. Étant donné que les personnes qui mettent en oeuvre les contrats doivent participer au processus de négociation, le Conseil s'est encore efforcé cette année d'associer au processus les présidents des conseils d'administration et les présidents et de maintenir des liens de communication avec tous les gestionnaires du réseau.

Comme l'an dernier, le Conseil a axé ses activités en matière de politiques et de planification sur Vision 2000, importante étude sur le mandat des collèges ontariens qu'a lancée en octobre 1988 l'honorable Lyn McLeod. Le processus de Vision 2000 a été conçu de façon à s'en tenir à l'énoncé du mandat du Conseil et à l'engagement que celui-ci a pris de continuer à appliquer une politique de planification se fondant sur la collaboration de tous et de toutes. Le rapport définitif a été publié en juin 1990. On parle déjà de succès à propos de Vision 2000, car toutes les personnes et les groupes du réseau collégial et de l'extérieur ont proposé des idées brillantes sur l'avenir des collèges. L'un des principaux objectifs de Vision 2000 était de faire en sorte que les parties intéressées réfléchissent ensemble de façon stratégique. L'appui immédiat du Conseil des présidents, du Syndicat des employés de la Fonction publique de l'Ontario, de la Fédération des étudiants et étudiantes de l'Ontario, de la Fédération des étudiants et étudiantes de groupes importants laisse à penser que ce programme de renouveau marchera bien.

Au cours de la période allant du 1^{er} septembre 1989 au 31 août 1990, le Conseil ontarien des affaires collégiales s'est rencontré dix fois. En plus de discuter de Vision 2000 et de questions portant sur la négociation collective et les ressources humaines, le Conseil a abordé d'autres sujets, dont le paiement des frais d'inscription des étudiants, l'indemnisation des présidents, les pensions de retraite des employés des CAA, la politique appliquée en cas de retraite anticipée et les équipes de liaison.

Cette année, le Conseil a eu la chance de pouvoir compter sur un grand nombre de personnes talentueuses et de bonne volonté pour

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LE CONSEIL ONTARIEN DES AFFAIRES COLLEGIALES

Le Conseil ontarien des affaires collégiales est un organisme provincial créé en vertu de la Loi sur le ministère des Collèges et Universités. Le Conseil doit rendre compte au ministère des Collèges et Universités.

Le rôle principal du Conseil est de fournir au ministre des Collèges et Universités des conseils avisés en matière de politiques en vue de promouvoir l'efficacité du réseau des collèges d'arts appliqués et de technologie de l'Ontario.

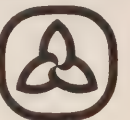
Je vous prie de croire, Monsieur le Ministre, à l'expression de
mes sentiments les plus respectueux.

Le président,

A handwritten signature in dark ink, consisting of a large, stylized 'C' followed by a series of loops and a final flourish.

Charles E. Pascal

Conseil ontarien des affaires collégiales



Ontario Council of Regents
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LETTRE DE TRANSMISSION

Le 29 janvier 1991

L'honorable Richard Allen
Ministre des Collèges et Universités
6^e étage
Edifice Mowat
900, rue Bay
Queen's Park
Toronto (Ontario)
M7A 1L2
Monsieur le Ministre,

J'ai le plaisir de vous présenter, au nom du Conseil ontarien des affaires collégiales, le Rapport annuel du Conseil pour la période du 1^{er} septembre 1989 au 31 août 1990.

Cette année, le principal événement a été la publication du rapport définitif du Comité directeur de Vision 2000, s'intitulant **Vision 2000 : Qualité et possibilités**, lequel étudie le mandat des collèges ontariens et fait des recommandations quant au rôle qu'ils devront jouer à l'avenir.

En plus de superviser Vision 2000, le Conseil a rempli ses responsabilités quant aux négociations collectives et à la gestion des ressources humaines et s'est penché sur certaines questions, dont les politiques ayant trait au paiement des frais d'inscription des étudiants, les indemnités des présidents, les pensions des employés des CAAT et la retraite anticipée. De plus, dans le cadre de la structure de gestion des collèges, le Conseil a revu les résolutions et les recommandations des chefs des équipes de travail et a, par la suite, nommé ou reconduit dans tout l'Ontario 125 administrateurs aux conseils d'administration.

Au cours des prochains mois, nous serons heureux de travailler en collaboration avec vous à propos de questions ayant trait à la mise en oeuvre des recommandations de Vision 2000 et à l'augmentation du nombre d'administrateurs siégeant aux conseils d'administration des collèges. Je tiens, au nom des membres du Conseil, à vous remercier de votre appui et de votre leadership soutenus.

POUR LA PÉRIODE DU 1^{er} SEPTEMBRE 1989
AU 31 AOÛT 1990

RAPPORT ANNUEL

LE CONSEIL ONTARIEN DES AFFAIRES COLLEGIALES



JUN 3 1992

